

D118.9:33/9

all
VOLUNTEER

The only recruiting and retention professional magazine since 1975

SEPTEMBER 1980



Back To School



Commander's Notes



We are just completing a great year. Thanks to your efforts, we have demonstrated to ourselves and to rest of the Army that we can recruit the numbers that the Army needs. But — we didn't get the number of high school graduates that they wanted. Final figures for this year aren't in as this issue goes to press but we should finish with about 86,500 male and female, up 4,500 from last year.

We are faced with a special challenge in FY 81. Although the total number of people we must recruit is down, the high school graduate mission remains unchanged — recruit 100,000 graduates — up 15% on the FY 80 mission. This means that about three out of every four people who come to work next year must be high school graduates. On the other hand, the lower overall numbers mean we won't have to spend so much time and effort on the NHSDG market. The high schools and colleges are where it has to happen in FY 81.

The young people are just going back to school and your high school programs for this year should already be well underway. The next few weeks are critical. This is the peak period for high school ASVAB, for updating and completing your directory lists and for school visits to renew contracts.

There should be no mystery about what makes a good high school program. Read and study USAREC Circular 601-60 which describes the FY 81 high school program. Read the articles in this issue, such as Albuquerque DRC's "Recipe for high school success." We know what works. Successful recruiters have proven it over and over.

We still need emphasis on the Reserve mission. I've challenged each active recruiter to enlist one soldier for the Reserves — Let's make it happen!

A handwritten signature in dark ink, appearing to read "M. R. Thurman".

M. R. THURMAN
Major General, USA
Commanding

MG Maxwell R. Thurman
CG, US Army Recruiting Command

LTC David E. Sullivan
Chief, Public Affairs, USAREC

Wm. H. Finnegan
Editor

SSG Jonathan Pierce
Assistant Editor

MSG Wolfgang Scherp
Contributing Editor



CORRESPONDENTS

Jane Morse	Northeast RRC
SSG Ike Sutliff	Southeast RRC
CPT Ronald L. Scott	Southwest RRC
SFC Pat Currans	Midwest RRC
SFC Don Norton	Western RRC

Permission is granted to reproduce any material appearing in the *all VOLUNTEER*, except that which is marked copyrighted. Credit is requested on reprinted articles.

DEADLINE — Photos and articles due first each month two months prior to publication.

Phone:
C: 312-926-3918
A: 459-3918

Published monthly by the Office, Chief, Public Affairs, U.S. Army Recruiting Command as a medium for the active exchange of ideas between persons involved in recruitment and retention for the United States Army. Use of funds for printing this authorized unofficial publication has been approved by Headquarters, Department of the Army, 11 April 1980. Controlled circulation postage paid at Milwaukee, Wisc. 53202. Views and opinions are not necessarily those of the Department of the Army. Items of interest should be mailed to:

Commander
U.S. Army Recruiting Command
ATTN: USARCCS-PA (VOLUNTEER)
Fort Sheridan, ILL 60037

all VOLUNTEER (USPS 305-870)

all **VOLUNTEER**

The Army's recruiting and retention professional magazine since 1919

Vol. 33
No. 9

September 1980

FEATURES:

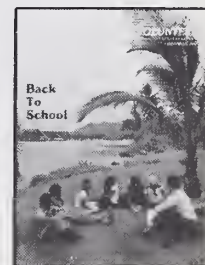
- | | |
|----|--|
| 4 | Recruiter finds island paradise |
| 6 | Old Guard storms JROTC activity |
| 11 | School welcomes Army |
| 12 | Civil War hits school |
| 13 | Mechanic is No. 1 Recruiter |
| 15 | DEPs practice Basic |
| 20 | Students tour Reserve fort |
| 21 | Olympian highlights high school meet |
| 22 | Recruiter is batting coach |
| 23 | Old & New work well |
| 24 | Recruiters share recipe for success |
| 26 | Infantry raids Air National Guard Base |
| 30 | Students thank recruiter |
| 33 | Radar finds enemy artillery |
| 34 | Combat computer MOS open |
| 35 | 13C: TACFIRE Operations Specialist |

DEPARTMENTS:

- | | |
|----|-------------------|
| 2 | Commander's Notes |
| 16 | Field File |
| 28 | Update |
| 29 | Re-Update |
| 32 | TAIR Topics |



The idyllic scene on this month's cover illustrates recruiting and high school programs as they are carried out in our 50th state. The cover and additional photos in the story come from Richard Montgomery of the Honolulu DRC. Rear cover photos and story on MOS 13C, TACFIRE Specialist, are from the Field Artillery Training Center, Ft. Sill, OK.



Recruiter finds island paradise

by Richard Montgomery
Honolulu DRC

Mix a tropical climate, a relaxed and mellow populace tending field after field of sugarcane on a near perfect island with crystal clear streams flowing from magnificent mountains to almost deserted beaches, and, you have — paradise.

Time to lie back, catch some rays and enjoy it! Many of the 30,000 folks

of the Hawaiian Island of Kauai do just that.

SFC Thomas Dyer, the only active duty Army man stationed on the Island has found a way to enjoy this little niche of paradise and still make and exceed his recruiting mission.

His secret: A very successful high school program.

"My program really doesn't have a beginning," says Dyer, "it is a con-

tinuous year round project and it has paid off well for me and the Army.

Statistics back him up. Since the 33-year old sergeant became the Kauai recruiter in 1977, he has put boots on 159 young men and women and only eight have not had their high school diplomas.

"I always attend the first Parent Teachers Association meetings held in the fall," says Dyer. "I let the parents of the juniors and seniors know I will be contacting the kids during the school year. That way my call or visit doesn't come as a surprise."

Each June the St. Louis native insures that he has at least two DEPers from each of his high schools. They are the key to getting appointments when the new school year begins.

He contacts his DEPers on a weekly basis during the summer and when the school year starts Dyer has them help compile high school lists.

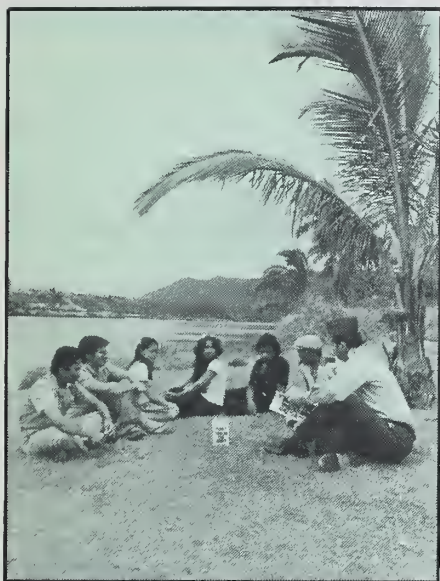
"Actually, I have close rapport with most of the counselors and they allow me to visit as I wish, but if not, I contact the teachers and still make class presentations," he reports.

Dyer keeps close tabs on the job market on Kauai and talks to many classes, tying the Army in with employment trends on the Island. "We have a lot to offer these young kids and I make sure they know what skill training is available in the Army."

Many of the youngsters will follow in their parent's footsteps and work on sugarcane plantations. "It's really hard



Coach and recruiter, SSG Tom Dyer, gives some pointers to Alice Abigania, Kauai's top woman distance runner. Abigania entered the service through the DEP and began active duty in August.



SSG Tom Dyer uses the natural beauty of Kauai, Hawaii, to work with DEPs and potential enlistees. Since 1977 Dyer has enlisted 159 young men and women with only eight non-high school graduates.

work," says Dyer, "and the pay isn't that great, so I have a good product to sell."

For the past six months Dyer, who joined the Army in 1966, has had two Hometown Recruiter Aides working with him. One has generated twelve contacts during her 60-day assignment. He briefs them daily and requires a phone call to the office every two hours when they are on campus.

"It may seem like a strange assignment, but I send both of my HRAP's to the beach at least once during the work week," says Dyer. "You would be surprised at the contacts they make while soaking up some sun." He encourages both to take along a backpack with RPI's and to stay away from the tourist beaches.

After wrapping up business at the recruiting station, Dyer heads for Waimea High School some 26 miles down a winding two-lane road through some of the most scenic mountains and canyon's on the Island of Kauai. Arriving at the school, usually with-

out time to change into citizen clothes, he becomes "Coach Dyer" to the track team.

"I've DEP'd the top distance runner, top football player, and the leading basketball scorer from my three schools," he reports. Even while on the hot and dusty track field, he keeps up a constant chatter to "come on in and take the test."

Not only does he keep active in high school sports, but Dyer's involvement with community activities have been paramount in his recruiting effort. He is an active member of the Kauai Jaycees, and their chairman for public speaking programs, an instructor in motivation, effective listening, and time management courses.


He is well known among Kauai's entire community as evidenced by his almost constant hand waving and horn honking while driving around the Island.

"The community accepts me even though I'm considered 'haole' (Caucasian) on an island that is 60 percent Filipino, 20 percent Japanese, and only about 20 percent Haole. "I don't

sit with my heels on the desk. I use all the tools the community has to offer."

Dyer gives his wife of three years a lot of credit in his successful high school program. Donna Dyer manages a full-time job while caring for their 18-month-old daughter, being an active member of the Jayceettes, serving soft drinks and hot dogs at track meets, and keeping his uniforms neat and pressed. "Without her wholehearted support it would be very hard to keep up the drive required to meet my mission," he says.

His "time off" is usually spent on community involvement which directly relates to recruiting. DEP parties are round-robin softball tournaments held twice a year. The day-long events are well attended with each DEP bringing along a friend or three.

"My high school program is the most important part of my recruiting efforts," says Dyer. "If I don't contact the seniors before graduation day they either leave the Island or start working in the cane fields. I just have to get -em before they receive their diplomas or they are gone forever." 



College students are not forgotten on Kauai as SSG Tom Dyer and his recruiter aides spend many hours talking to students about army opportunities. Dyer keeps close tabs on the Kauai job market to aid him in working with both high school and college students.

Old Guard storms

*Story by Joyce Lynch
SWRRC*

Photography by Tony Vega

SSG Fred Kibler admits he was appalled at his involuntary assignment to Recruiting. He'd been working with military law enforcement for 12½ years, seven of which he spent as an investigator. He'd finally gotten up to what he considered a really good job — station commander of the military police station at Ft. Sam Houston — then the bombshell hit, via the U.S. Mail. The letter began, "Ser-

geant Kibler: It is our pleasure to welcome you to the United States Army Recruiting Command."

"The last thing in the world I wanted to be was a recruiter," he recalled, adding, "I tried everything I could think of to get out of the assignment."

Glad, later, that his efforts failed, he declared, "Becoming a recruiter is the best thing that ever happened to me!" Referring in particular to his work in the high schools, he says: "I'm happier and more motivated than I've

ever been."

Kibler's self-declared motivation is evident. In fact, for a "drafted" recruiter of a scant four months, this novice conducts himself like a real pro. An impressive example is his recent key role in setting up, coordinating and arranging a special program for San Antonio's Lee High School Junior Reserve Officer Training Corps Day activities.

It was clearly a big day on the Lee campus, and the personable recruiter was right at home among the jostling



JROTC activity

throng of kids who filed happily out of classes. Not only the entire high school student body, but middle and elementary school students as well, quickly formed a lively border around three sides of the football field. Enhancing the excitement of the young crowd was the presence of a temporary reviewing stand where the school's principal, Bill Evans, would announce the upcoming performance and introduce the honored guests.

Among those guests were Brigadier General Robert Ownby, Deputy Commanding General of the 90th Army Reserve Command; John Taylor, Assistant Superintendent of the Northeast Independent School District; and Lieutenant Colonel Glen Metcalf, Director of Army Instruction for all schools of the district.

The high point of ROTC Day was to be no surprise. The word was out, and so was the welcome mat. Featured were two elite teams of the Army's famous Old Guard, out of Washington, DC, including full-dress performances by the crack military drill team and the majestic fife and drum corps.

Kibler, when asked how he'd managed to acquire the support of two such popular teams, explained: "Our office was notified by the DRC that the teams would be in San Antonio during a certain time. They were sort of 'put up for grabs' for a specific per-

iod, so I grabbed 'em, fast. I contacted the schools in my area, and when Lee High School said they were interested, I got right on it and worked out the details through MAJ James Folsom, my area commander. We realized how fortunate we were to get the Old Guard, so we made sure we'd have a nice, big audience for them, and that transportation and everything was as convenient as we could make it."

Kibler attributed Ownby's participation to a tip he received from the school's ROTC commander, LTC Charles Newbern. "He told me that Ownby had once been a member of the Old Guard Drill Team, so I contacted the general. He was ecstatic at being invited to welcome the Old Guard to perform for a high school audience."

Declared the general: "This is the finest kind of thing that can be done



The Army's Old Guard Fife and Drum Corps, opposite page, steps out during a marching number at San Antonio's Lee High School recently. SSG Fred Kibler, right, the Army recruiter responsible for arranging the Old Guard's visit, talks with Lee High School's Junior Reserve Officer Training Corps COL Joanne Vincent and fellow student Marcelle Gallo. Several cadets entered the Delayed Entry Program during the school year.



for Recruiting, because the Old Guard is the showplace of the Army."

Moving about, both before and during the program, were two fine products of Kibler's on-campus recruiting efforts, ROTC Cadet Majors Ross Truscello and David Trevino. Both Delayed Entry Program enlistees, the pair displayed an open pride before their peers at their scheduled entry into active duty in the Army in August, following graduation from high school.

Truscello spoke without hesitation when asked what prompted his decision to join the Army: "I talked to Fred Kibler, and he was really great. He

gave me an entirely different impression from the one I'd always had about recruiters."

Pressed further, he went on: "He never tried to high-pressure me, or talk me into anything. He just explained the different programs, and let me know what I could expect if I decided to join.

"He came to my house to talk to me and my mom, together, too, but he always let me know that whatever I decided should be strictly my own choice, what I thought would be best for me.

"And he never tried to make it sound easy — Basic Training, and all that — so I knew exactly what I was

getting into when I signed up for the DEP."

The other DEP enlistee, David Trevino, quietly nodded his agreement. When asked his reason for joining, Trevino grinned and pointed to his friend, Truscello. "Because he did," he said. "We're going in under the 'buddy system.'" The two seniors, who have Army jobs already reserved as military police, will undergo Basic and AIT (Advanced Individual Training) at Ft. McCellan, AL, with their first duty assignment to be at Ft. Carson, CO.

Lending a smooth feminine touch to the welcoming hospitality of ROTC Day was Cadet Colonel Joanne Vincent, a poised young woman scheduled to enter the Army Reserve after graduation. Talking with Ownby and other guests, Vincent noted that an increased number of the school's cadet seniors were opting for the military this year. Asked why, she replied, "I think it's because of the way our Corps has come up this past year. COL Newbern is a good commander, and we've had tremendous support from the school — the teachers, parents, students and all — and it's given us a lot of pride, a lot of patriotism." Pensively, she added, "I never knew I had so much patriotism in me, till I joined the Corps."

Vincent's views about students' pride in school ROTC appeared to strengthen the philosophy expressed by Kibler, who said: "It seems to me that kids, today, want someone to give them real guidance. Maybe it's because of the breakdown in the family structure — both parents working to support the family, kids watching TV all the time, nobody around to tell Johnny to be home by ten, or to enforce some firm discipline if he isn't.

"I really believe kids miss that kind of guidance, and if they don't find it at home, they look for it in other places."

Kibler's face was both serious and mischievous as he recalled an experience from his own high school days: "My father retired from the Army after 26 years. He'd been a colonel in the Infantry, and when he got out he took a job teaching shop in the high school where I went.

"Well, it just so happened that shop was one of my subjects, and, when I got my father for a teacher, all the kids thought I really had it made." Grinning, he continued, "but they didn't know my father. That ole bugger gave me a D for his class. Here I'd been taking shop for three years, and gotten straight A's for making nothing but a shoe box and an ash tray in all that time, and he gives me a D!"

It didn't take long for word to get around the school that the senior Kibler was a tough teacher, but one who was always fair, remembered the recruiter with a certain pride. Surprisingly enough, he said, all the students tried to get into Kibler's class, in preference to the two other shop classes the school offered.

"My father had his standards, in the Army and out," recalled Kibler, admiringly. "He still does." That the trait was passed from father to son became apparent, as Fred Kibler talked about his own work with the young people he meets. And, if his personal upbringing helped give him solid ground

on which to develop a sound philosophy, his experiences with law enforcement gave it substance and credibility.

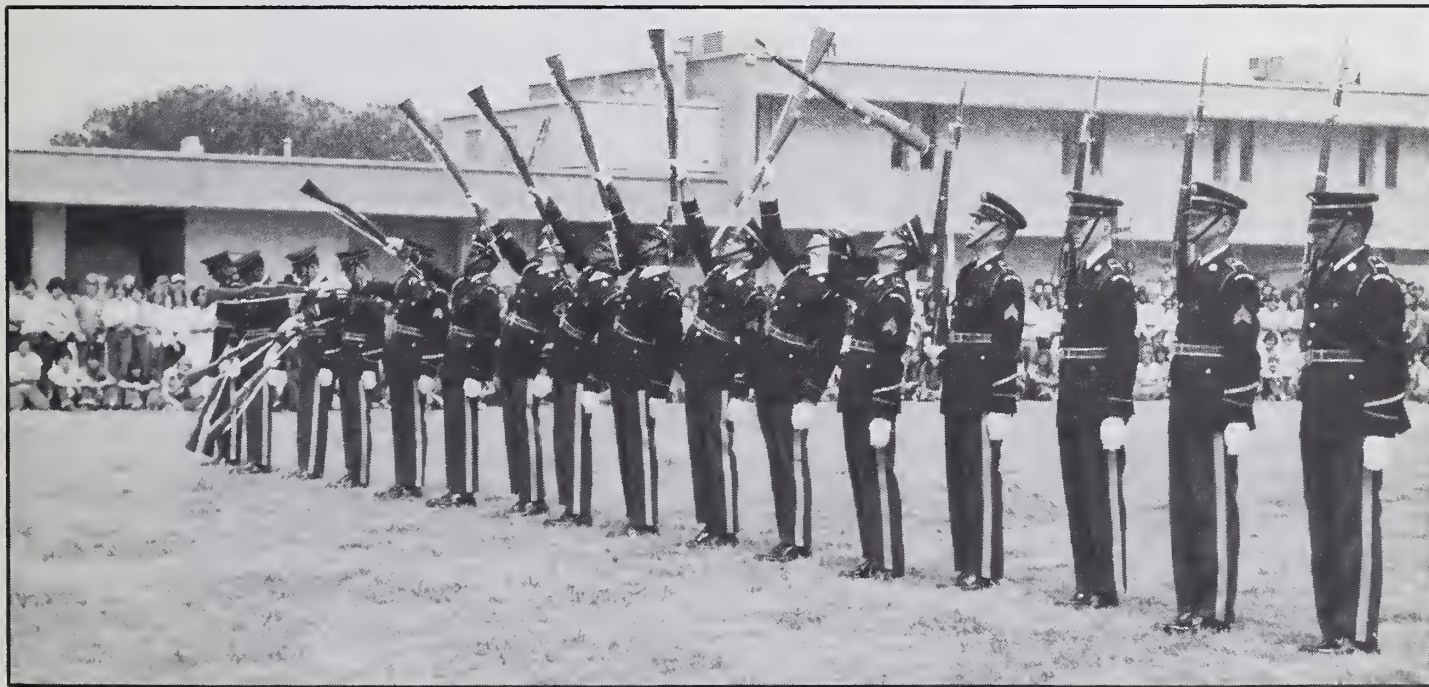
Said Kibler, "As an investigator, I'd worked on all kinds of cases — drugs, larceny, even murder. But mostly, I learned about people, because when you work on a case, it isn't so much the crime, itself, that you work on, as finding out about the people involved."

Kibler explained that in order to learn why a person commits a crime, it is important to study that person's background. "It taught me a lot about human understanding," he said, "and I find that helps me, now, in my dealings with young people."

Recently, he said, he gave a one-hour class to a group of high school students, talking, "not so much about the Army, but about things in general, things that had to do with their lives today and in the future."

It made the former law enforcer feel good, he said, to note that his audience seemed really interested in what he had to say. They began asking

BG Robert Ownby, deputy commander of the 90th U.S. Army Reserve Command, enjoys a friendly discussion with JROTC Cadet Majors Ross Truscello, left, and David Trevino, Army DEPers, on the opposite page. At right, the Drum Major of the Old Guard's Fife and Drum Corps waits for his cue while students enjoy the continental uniforms which are typical of those worn by the musicians in General George Washington's Army. Below, and next page, the Drill Team captivates the audience with precision drills which demanded their attention and won their applause.



questions, and, since they knew about his military police background, many of them pertained to drugs. "Of course, I had no trouble answering their questions, and you could see that they liked that," he said. "You could tell by the looks on their faces that they were thinking, 'Hey, this guy knows,' and then they weren't afraid to open up and ask about other things, including the Army."

Sometimes they asked questions he couldn't answer, the recruiter admitted, but, he said, "I'd just level with them and say, 'Look, I'm still new to recruiting, so I'm not sure about that, but I'll find out and get back to you.' Kids don't expect you to know everything," he continued, "but they do expect you to be honest with them. If you're not, you'll kill your chances with the students in the school from that time on."

"Sure, the seniors leave," he went on, "but they pass the word to the rest of the kids: 'Don't listen to ole Sergeant So-and-So. He'll tell you anything!'"

The sin of omission can be equally

deadly, cautioned Kibler. "It's not just what you tell them," he said. "Sometimes what you refrain from telling them is just as bad as lying to them, so it's best to give them the whole story — the bad, along with the good — right from the start. They'll appreciate you for it, and the word will get around that you're a recruiter who can be trusted. That's when your job in the high school gets a lot easier."

Kibler's approach is the same with everybody, because, as he sees it, "no matter how different two prospects may seem from each other, both have needs that are essentially the same: they each want something better than they presently have."

He gave an example: "The first month I was on recruiting duty I put in two people, one with a ninth grade education, and the other with seven years of college and a law degree."

"They were totally different, and yet they had something in common: they both wanted to take what skill they had and turn it into something more marketable."

"The first one had very poor mar-

ketable skills to begin with, so a job with training in the mechanics field was exactly what he needed."

"As for the college man, his long-range goal was to be an ambassador. Through his enlistment, he got a job with the Russian linguist school, knowing that his Army service would be helpful to him, later, in his ultimate career."

The correlation that existed between these two enlistments, despite the vast differences in background, believes Kibler, lay in the needs of the individuals. Something better than they had. "The Army may or may not be the answer to every prospect's needs," admits the quietly dynamic soldier, "but I believe it's my duty to find out."

Kibler likes working with young people, and his early successes on the high school campus make his work look deceptively easy. "Last month I put in four seniors," he stated, "and this month I'll put in two more." He made the statement confidently, adding a brief appraisal of his market: "It's there. All you have to do is work it."



School welcomes Army

by **Bill Gottlieb**
Long Island DRC

"The Army presence in our high school helps build respect for law and order. Seeing Army personnel in uniform, imparts a sense of discipline that our students need," said Gary A. Griggs, assistant principal for Career Education, of Hempstead High School, in Nassau County, on Long Island.

Why was the Army invited to be a part of the school community? Griggs knows that the Army offers a wide range of academic, recreational and cultural benefits. He said that the use of the Armed Services Vocational Aptitude Battery in the schools "was most helpful in preparing seniors to get their diplomas." He explained that it sharpened their test taking skills and helped them prepare for graduation examinations.

Griggs added another dimension to the value of the ASVAB test: "Those of our students who are eager to join the Army know they won't qualify unless they meet certain academic standards. They realize that they can't neglect school work if they want to make it."

SGT John Crawford, who was assigned to full time recruiting at the school in January, cited some of the activities and services that the Army provides free. "We print and circulate their baseball, football and basketball varsity schedules as well as posters and flyers for other major special events in the school. Our Army logo on these promotional items identifies us with popular activities.

"We put ads in the student newspaper and in their yearbook, stressing career opportunities after graduation. We present plaques and Certificates of Appreciation to cooperating teachers and administrators and publicize them in local papers. And, most im-

portant, we are available in the school at designated times for career counseling."

SSG Thomas Cornelious noted that, "Out of 500 seniors, more than 100 won't go on to college for different reasons: tuition is too high, the family needs their income, or they just don't want to go. For those 100 or so young people we offer immediate jobs and skill training and for those with college goals, assistance with their tuition. The administrators are quick to see the Army's value as an alternative for them."

The value of "Educator Tours" to various Army training installations, is reflected in some observations by George Bowman, a Hempstead Guidance Counselor. He was among 50 educators from some 40 high schools in the Long Island DRC who recently spent two days at the Army Medical Training Center, Ft. Sam Houston, TX.

"I was amazed at all the changes since I got out of the service years ago," he said. "The trip was a real eye opener. I had no idea of the sophisticated equipment and the modern teaching techniques that I saw there. I was delighted to see young people learning marketable skills in the health care field.

"The base reminded me of a college campus, with excellent living conditions, good food and lots of social and cultural activities to fill out the days.

Cornelious cited some of the Army activities that were well received by students and faculty. "Our career counseling helps the students decide what they want to do. We bring in specialists to talk about careers in health care, electronics, drafting, carpentry, fashions, the infantry and so on. We show slides and demonstrate some of the training, all at no cost to the school."

Crawford said that presentations by

Army bands were most popular. "Not only do they give concerts," he added, "but they give small group individual instructions on instruments." Crawford is planning to bring in Army culinary specialists from Ft. Dix, NJ, to demonstrate how to cook for large groups of people, to prepare gourmet dishes and do fancy cake decorating.

Principal Charles Mills put the Army's program into historic perspective. "SSG Cornelious came here in 1973 and asked to speak to the students about the Army. He outlined some of the things the Army could do for us. We were on an austerity budget, so I gave him a green light and we've never regretted it. He brought in speakers, bands, gave the kids bus trips to West Point, to Army installations, set up a sports clinic. All those programs that we couldn't afford."

Mills offered other benefits that have accrued to the school. "For those youngsters who aren't college bound, or who drop out, the Army gives them something better to do than drink wine or fight. It can give direction to their lives, help build character.

"Then there's the important aspect of our young blacks seeing black recruiters, and realizing that there are career opportunities in the Army (Cornelious and Crawford are black) and they can see themselves as Army recruiters or administrators. I'd like to see more minority people as Army recruiters. It would certainly improve their image with minorities."

Another important factor in effective high school recruiting is "involvement." Cornelious is a member of the School Board Advisory Committee and of Junior Achievements, participates in Career Days at the high school and is active in community affairs. He estimates that in seven years at the school the Army has enlisted some 300 youths.



Civil War hits school



Gil Hogue, right, explains the loading procedure for the .58 caliber rifle held by Bill Busbey. (Photo by Jo Ann Mann)

by San Francisco DRC

They said it couldn't be done. That's what many recruits had been saying for years about programing high schools in the San Francisco DRC area.

"Anti-military," "Don't like the Army," "Don't want recruiters on campus," were phrases frequently heard around high schools in many parts of San Francisco Bay Area. Clearly, the problem called for an innovative approach.

Gil Hogue, District Advertising and Sales Promotion chief, noted that even schools which were not enthusiastic about having recruiters on campus would accept Army sports clinics because they helped the coaches and were not strictly recruiting oriented. A recruiter with a sports clinic usually had no problem giving his "pitch" to a large group of students.

Sports clinics, however, were not always available. So why not develop something locally that could be offered to high schools; something the schools would want, and that only Army recruiters could offer?

This idea led to the beginning of the San Francisco DRC History Clinic Program. This program, now in its third year, peaked during the school

year 1979-80, with over 140 separate clinics being requested and given to high schools.

Hogue, an amateur military historian, researched and developed the two clinic formats made available to high schools. Drawing on his personal collection of antique and replica military equipment and borrowing some

items, Hogue put together five complete uniforms from the Revolutionary War and Civil War periods. The uniforms include full field equipment as was carried by soldiers of that era, with firearms and edged weapons.

Clinics consist of the appearance on campus of an Army recruiter (in modern uniform) and clinic participants dressed in the period uniforms, carrying full equipment. In the classroom one of the clinicians gives the class, which consists of a description of the uniforms and equipment, a discussion of the tactics used in battle and finally, a discussion of soldiers' lifestyles in the era being described. Included are taped or live bugle calls and demonstrations of drills with the various weapons.

Hogue, who gives many of the clinics himself, notes their popularity.

"The first couple of years we got only a few requests from schools. Then the word got around, and this year the schools have been ringing the recruiters' phones off their hooks. We only schedule the clinics through the recruiters, and the schools have to ask for them."



Students enjoy the "hands on" part of a Civil War history clinic with Gil Hogue which SSG Bill Huyssoon arranged for the school.

The DRC has produced flyers describing the clinics. One area commander sent copies to the history department of each of his area schools. The results were unexpected. "We gave over fifty presentations in that area alone," Hogue said.

"One guy came up to me after a clinic and said if we had that much fun, he wanted to join. He's in the Army now," said SSG Bill Huyssoon of the Sunnyvale Recruiting Station.


Through use of the history clinics and his own programs, Huyssoon has worked his high schools to the point

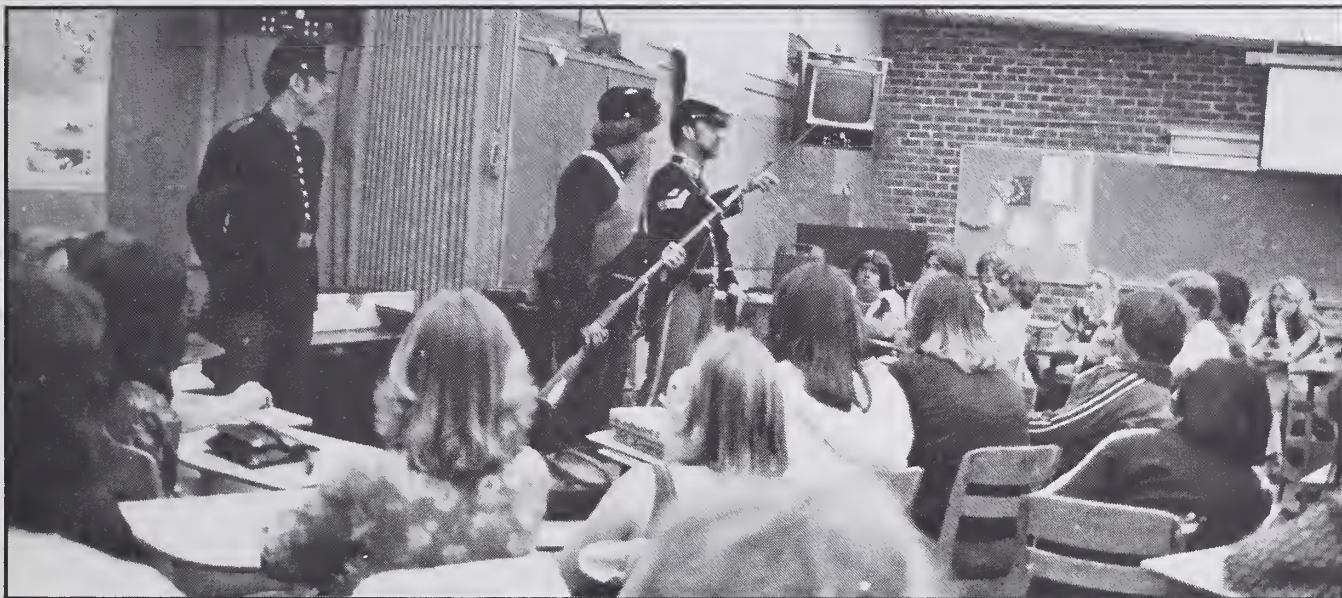
where one school, Fremont High School, presented him with a special award for assistance to the school, right in the middle of the senior class' graduation ceremony.

Recruiters have received numerous letters of appreciation from the high schools for bringing them the clinics. Many of these letters speak approvingly of the instructional and patriotic nature of the clinics. One writer enclosed an examination the teacher had given his students following the presentation.

Another school had the students

write critiques of the presentation and give them to the recruiter. "They were 99 per cent positive," says Hogue, "and included such comments as 'wish we had more speakers this good,' 'gave me a real insight about life in earlier times,' and 'got me thinking about what our Country's freedom has cost.'"

"We'd like to expand it to include World Wars I and II, and the schools have told us they would like us to do that also," he said, "but we just don't have time to handle the extra requests that would be generated." 



SSG Bill Huyssoon, left, observed Gil Hogue, right, and student Bill Busbey as they discuss the Civil war.

Mechanic is No. 1 Recruiter

by SSG Jo Ann Mann,
San Francisco DRC

The boy's mother was a practicing psychologist with several graduate degrees, an expensive home in an exclusive neighborhood, and all the trappings. She was not particularly thrilled to hear her son wanted to join the Army when he finished high school, but she consented to talk to the Army representative.

According to the recruiter, SSG Bill Huyssoon, she sat down on the sofa, pencil in hand, looked him over and said, "Well, Sergeant Huyssoon, do you really like the Army?"

Huyssoon, forthright as always,

said, "Yes maam, sometimes I do. Sometimes I hate it."

She looked at him for a long moment, laid down the pencil, sat back, and, he says, "We had a good conversation. Her son's in the DEP now, going Airborne Ranger medic.

"You've just got to know how to deal with the situation," he says, "like not saying what people expect you to say. That'll get them every time."

As an army aviation mechanic who found himself on the receiving end of a DA selectee letter, Huyssoon's doing a lot of "dealin' with the situation" these days. He's finishing up his first year on recruiting with the San Francisco District Recruiting Com-

mand, Sunnyvale Recruiting Station, and has grown progressively more confident and skilled at the business. The Bay area is not one of the easiest places to be a recruiter, he thinks. "Kids out here have no reason to join the Army. It doesn't cost them anything to go to college; they don't even have to have a high school diploma. They drive cars I can't afford; they go to Europe in the summer, . . .

"Some of the recruiters got out here and they see what it's like and they're ashamed to be in the Army — and people can tell when you feel that way. I chose to stay in the Army, and I tell people that. I tell them up front that I don't like being a recruiter —

Mechanic is No. 1 Recruiter

and everybody who knows me knows that — but I tell them this is just one assignment. The Army took a guy like me, trained me, and put me in charge of a million dollar aircraft. I had jobs I liked, responsibility coming out of my ears, and I love it. I got a four year degree in mechanical engineering while I was on active duty, and the Army picked up most of the tab.

"I don't put people in the Army. I just tell them what it's all about."

Bold words from a rookie recruiter, but words he upholds by making production with increasing regularity. "It's hard," he admits. "It's damned hard working an area that's really never been worked before. I'm tired. I put in hours you wouldn't believe. Next year should be better. I expect we'll have practically all seniors out of Santa Clara.

"All the Kids in my schools know 'the Soon,'"

Huyssoon remembers his first visit to a high school campus as a recruiter very clearly. "I was quaking in my boots," he recalls. "The military is a sort of special society, and after being in it for a while, and getting a position, having to go out and deal with civilians and kids was tough. You've got to treat them like people, not privates.

"It's a whole new world. It takes a lot of adjustment."

Not being particularly shy, Huyssoon plunged into making and cultivating friendships around town and in "his schools." He offered the resources available through the DRC: history clinics, sports clinics, vans, guest speakers, and anything else that came along. He introduced teachers to the idea that military guests could be interesting, informative, and really contribute to their classes — without giving a hard sell Army pitch.

He didn't wait for a Career Day to bring in a pair of foreign language instructors from the Defense Language Institute at Monterey to talk to language students about careers as linguists. He arranged for the touring

TRADOC womens' basketball team to challenge a school team, sweeping students into the excitement of the fast-paced competition, while he paced the sidelines along the Army bench.

He discovered an auto shop was temporarily short one teacher, and offered to assist with classes. The school accepted the offer, and two mornings a week Army Staff Sergeant Bill Huyssoon dons his fatigues and teaches high school auto mechanics classes. His no-nonsense "deal with it, get the job done" approach, knowledge and popularity with the students led the principal to offer him a full time job, whenever he wants it.

Huyssoon explains it all by saying, "Look, recruiting is just a job and I'm going to do it. I'm a mechanic," he says, "and the Army ought to know better than to send a mechanic out to be a recruiter, but since they didn't, I figured I'd just have to do what I can with what I've got."

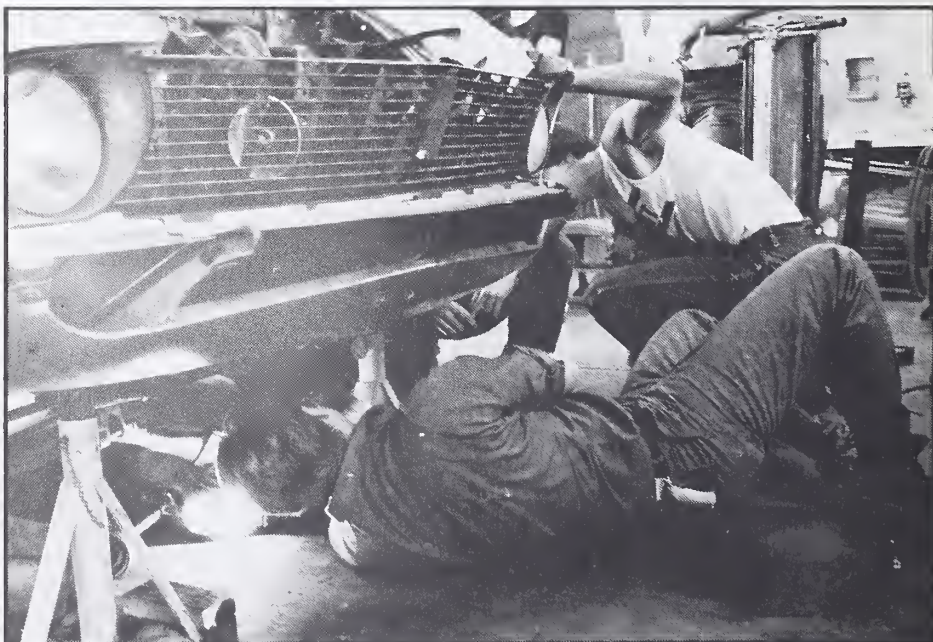
One of his schools, Fremont High, recognized his time and efforts in their behalf in June, when, as Huyssoon puts it, "I was sitting in the audience

minding my own business watching the kids get awards when the principal said, 'This is ordinarily a night reserved for honoring our students, but tonight we've got someone sitting in the audience who's come to be very special to us here at Fremont . . .'"

Never before in the school's 27 year history had they honored a recruiter, but that night they formally presented Army Staff Sergeant Bill Huyssoon with a certificate of appreciation for "service to public education."

Attitude undoubtedly plays a big part in Huyssoon's acceptance and success. "I look at every person I meet, and every person who comes through my door, as someone who could make my Army better, not automatically a creep, pervert or criminal. I'm not going to put those people in. I'm putting people in who're going to replace me, and I never was a loser."

Recruiting is a demanding assignment, one that proves too much for some people. SSG Bill Huyssoon, while insisting that everyone knows he doesn't like being a recruiter is nonetheless succeeding at being one. He doesn't plan to start losing now.



A high school mechanics class has caught the special attention of recruiter SSG Bill Huyssoon, front. Huyssoon, who is an Army mechanic, started helping the class when an instructor was needed. (Photos by Jo Ann Mann)



DEPers practice Basic

by Pamela J. Roberts
Columbus DRC

The Lima, OH, Recruiting Area has tried an innovative approach to DEP parties.

Instead of the usual pizza and pop bash, acting area commander, MSG Churchill Graham decided to teach the DEPers what they could expect in basic training.

Taking a serious approach, the entire day was strictly military regimentation.

"We turned the whole day into a training mode and treated everyone there as if they were in the Army," he said. "Everyone, including the guests, participated. No one was left out."

DEP Day was held prior to the monthly Saturday processing at AFEES. This way, any guests who might become interested in the Army as a result of the function could take advantage of the AFEES processing.

"It was a total Army day," he said, "involving station commanders, recruiters, Reserve units, recruiter aides, DEPers and their guests. The group totalled an even 100."

All recruiting personnel wore fatigues as they would on a normal day on the job back on a post. Of the complete group, SFCs John Moseley and Bobby Jones and SSG Frank Nelling were drill sergeants. Moseley performed as the Field First Sergeant and managed the entire function.

Four "deuce-and-a-halves", furnished by local Army Reserve units, were used to pick up everyone at each recruiting station and take them to the training area, a park site located outside Bellefontaine, OH.

Graham welcomed the attendees and assigned them into four working groups of 15 to 20 people each, each group containing four recruiters who were to instruct in a particular aspect of Army training.

Instruction was given in 30-minute blocks in the areas of:

- Drill and Ceremonies, Facing Movements (Group A),



DEPers and their guests line up behind recruiting aides to get their first taste of marching movements. (Photos by SSG Frank Nelling.)

- Drill and Ceremonies Marching Movements (Group B),
- Customs and Courtesy, Military Rank Structure (Group C), and
- Proper Wearing of Field Gear (Group D).

Graham then cited examples of the training. "SFC Dennis Gaither, the Reserve recruiter in Lima, gave classes on the Army mess kit and all the utensils. During facing movements by Jones", he continued, "they were taught the positions of attention and parade rest. They were also taught right face; left face; about face."

After completion of instruction in a particular group, everyone but the instructors rotated to the next group for another aspect of training.

Arrangements for lunch had previously been made by Graham with a fast food chain in the Lima area which they have affectionately dubbed "Chicken Man." Buying in bulk netted them a discount on the food and beverages, proving to be very cost effective.

"After lunch," said Graham, "I introduced the station commanders and each station commander introduced

the key people in his station — this means everybody!"

Each, in turn, briefed on his own particular job and experiences in the Army.

Everyone was recognized. No one was left out.

"Even the DEPers acknowledged their recruiters," said Graham. "In fact, that was probably the best part of the day," he said.

Though it had been strictly military, the DEP Day was fun. Recruiters had a chance to wear their career related uniforms once again and to get back to, according to Graham, "doing what they do best." Recruiter aides enjoyed being able to show others what they had learned in basic training. And civilian guests enjoyed meeting the recruiters and seeing the Army in action.

The new concept was a gamble. But it proved to be an overwhelming success.

Everyone participated; and everyone enjoyed it, and everyone in the Lima Area looks forward to their next opportunity for "doing what they do best."



RETIREMENT THOUGHTS FOR A 27-YEAR OLD?
MSG Fred Cesena thinks that's sensible and according to all appearances, he may be right.

Cesena is an ace recruiting NCO for the Arizona Army National Guard and it's hard to argue with the kind of success he's had. He uses "retirement benefits" as a base for recruiting young people into the Guard, something he really believes in, as his recruiting record seems to prove out.

Cesena was recently on hand for the "swearing in" of his 500th new enlistee and guardsman, a 27-year-old named **Rick Pierce**. Pierce said it was Cesena's explanation of retirement benefits as part of a Guard Career that made the final difference.

"A second retirement," said Pierce, "that's what attracted me to the Guard. I've seen people close to retirement who were worried about financial security," he said. "I want to take care of that now. MSG Cesena was careful to explain everything in terms of my family, my wife and I. That made the decision easy."

"I think the key is being completely honest with the young person about what he or she will experience (in the Guard)," said Cesena. "I think it has a lot to offer and I am especially careful to explain those benefits in detail to each new recruit."

Cesena said some people wonder why he talks retirement to young, prospective recruits. Many assume that pension benefits wouldn't come to mind until a person is close to retirement age, he said.

"But young people are looking ahead today," Cesena said, "and I think they're correct in planning retirement. When you are young," Cesena said, "that's the time to think about getting old." He added that he "takes every opportunity to point out where the Guard fits in those retirement plans." (SFC Norton, 123d Public Info Det, Arizona National Guard)

RUNNING amidst tough competition in the state of Arizona's latest grand prix series, **MAJ Samuel Woolf**, executive officer at the Phoenix DRC, took third place honors in long-distance running.

The 36-year-old transportation officer competed in the 30-39 age group in six races ranging from 5km to half-marathon with each race averaging 400 contestants.

Excellent year-round training conditions and the great popularity of running in Arizona made competition particularly keen. In one race, for example, Woolf ran against Boston Marathon champ **Bill Rodgers**.

Woolf, who has been seriously running for only 26 months, trains daily with early morning runs of 8 to 14

miles. In his best effort during the past season, he covered 10 km in 32:38. (John Florence, Phoenix DRC)



Number 302, MAJ Samuel Woolf, executive officer at the Phoenix DRC, awaits the start of the Mesa 10 km race.

MT. ST. HELENS ERUPTED May 18, darkening the skies, clogging the air, and covering the land; and Army recruiters in central Washington came to the aid of their ash-stricken communities.

Yakima Area Recruiting Commander, **CPT Duane Derrick** connected the Mayor, City Manager and Chamber of Commerce with area National Guard units and Ft. Lewis' emergency action commander. Derrick also sent teams of recruiters to the Yakima Red Cross headquarters and to emergency centers at Eisenhower and Naches High Schools.

The volcano stranded nearly a hundred ham radio

operators attending a convention at Eisenhower. A student bank, just returned from a trip east, was also stuck at the school. The place became an emergency shelter and recruiter **SSG Bob West**, who lives near the school, went to offer help. When the Red Cross shelter manager could not get there, West ended up running the operation. The ham radio people set up a state-wide network, telling people about road conditions and shelter locations. West got face masks from the hospital, and the National Guard brought 150 blankets from the Yakima Firing Center.

West took one gentlemen to the hospital for respiratory trouble. With radios that were supplied by the Marine Corps, West coordinated with the recruiters at Naches High School and at the Red Cross headquarters.

Further north, at Moses Lake, **SSG Roderick Severance** was stranded 15 miles out of town when the ash came. "It was so dark," he said, "you couldn't see the hand in front of your face." His vehicle died, and Severance walked for a couple of miles. "But I got so disoriented," he said, "I returned to the jeep." A van picked him up, and when that broke down after a few miles, a police vehicle brought them into town.

SFC Jerry Bacon, **SSG Alfred Balliet**, **SFC Lucian McLemore** and **SGT Mike Richards** worked with Red Cross headquarters running supplies, trying to locate people for relatives, transporting people to assistance centers and generally getting dirty. "We picked up one incapacitated individual who had succumbed to the dust," Richards said, "gave him aid, and got him to the hospital."

SSG Darrell Kauffman, another recruiter in the area who volunteered his help to the local police, described the ash which fell to three inches there:

"It's the finest stuff, heavier than dust. It drifts around like snow except it doesn't melt. It just dries your hair out, sucks the moisture right out of your skin and turns you powdery."

"Sure, they clean it out of the streets, but the wind just turns it up again. It goes right through air-breathers."

"At first it's sort of exciting, like a new experience, but then you get scared." (Greg Bartholomew, Seattle DRC)

CONFINED TO A WHEELCHAIR by cerebral palsy, 10-year-old **Jennifer Foye** of Salem, NH, sat in her backyard, which borders Rockingham Park, watching all the excitement generated by the annual Salem Trade Fair.

One of the featured attractions of the three-day exhibition was parachute jumps by members of the Trojan Sport Parachute Club from Ft. Devens. Jennifer was

especially intent on this phase of the show. Being particularly noticeable on the opposite side of the fence from all the other spectators, Jennifer caught the eye of one of the jumpers as he floated to the ground.

With fatherly instinct, a little investigative work, and lots of coordination, **SFC Luis Gutierrez** got the idea to slightly relocate the drop zone for the next day's jump.

The other Trojans, **SFC Jerry Gard** and **Mrs. Betty Smith**, readily agreed to help give Jennifer a thrill.

New England's version of Mother Nature extinguished those plans when on Sunday, the wind gusts proved too strong for any jumps. Not to be thwarted, the three Trojans walked over to Jennifer's house, along with local Army Reserve recruiter, **SFC Frank Dubois**, and Salem Lions Club Past President **Bill Kimball**.

They presented flowers and a doll to Jennifer and Gutierrez added a hug and a kiss. Though the incident had all the ingredients of a typical soap opera-type tear jerker, there was nothing but grins from all concerned. (SP5 Earl Laih, Concord DRC)



Jennifer Foye enjoys the attention of the Ft. Devens Parachute Team with Bill Kimball, left, and Betty Smith.

THE SOLDIER'S MEDAL, the Army's highest peacetime medal for valor not involving aerial flight, was awarded to **SFC Robert E. Corbett**, Army Guidance Counselor.

Corbett courageously distinguished himself in an exceptional display of bravery that resulted in the saving of a human life. In October, Corbett, then an Army recruiter, went to Garfield High School in Seattle to deliver recruiting promotional materials. During his visit, shots were fired from a nearby building which gravely wounded a



local citizen. Corbett, under the threat of harm to himself, immediately came to the aid of the wounded victim and provided emergency lifesaving measures that assured the saving of the victim's life until emergency aid personnel arrived.

LTC Richard M. Gordon, Seattle District Recruiting Commander, said "Corbett's exceptional bravery and commendable actions under threat of loss of his own life reflect distinct pride upon himself, this command and the US Army."

Shortly after the incident, **Frank Failor**, Vice Principal at Garfield, wrote Gordon, "Corbett stopped the bleeding from a large wound in the victim's leg even though the assailant was still shooting from the residence. He remained with the victim until Seattle Police Officers and Aid Car Officers arrived. Such quick thinking on Corbett's part made the work of the emergency squad easier and offered the victim support."

Since the incident, Corbett has become a guidance counselor at the Seattle Armed Forces Examining and Entrance Station. "It was always my goal," he says, "to work at recruiting hard enough to be a counselor." (Greg Bartholomew, Seattle DRC)

A MUSIC MAJOR at Ohio University in Athens, OH, and a member of the 392nd Army Band, Ft. Lee, VA, **SP4 Gerald R. (Randy) Olson** embarked on a self-initiated recruiting venture. He visited the Circleville, OH, Recruiting Station to recruit for the Bandsman Option.



SP4 Olson conducts.

While attending Ohio University, he met **Mr. Allen Howcroft**, the Band Director of Circleville High School. Having worked together on a number of music projects, they became good friends.

Howcroft realized through Olson the opportunities available in the Army and that Army bands were searching for qualified musicians. He invited Olson to visit the Circleville area schools.

Equipped with an Army-produced slide show, Olson visited schools in the Circleville area and talked about life as a musician in an Army band.

The tour was highlighted by his being a featured guest conductor of the Circleville High School Band in a Friday evening concert.

Olson's visit, though short, was beneficial — for both the school and Army recruiting. Fourteen students are interested in auditioning for the Army band.

Olson has an open invitation from the people in Circleville. We in Army recruiting hope to have a part in his being able to accept it. (Pamela J. Roberts, Columbus DRC)

MAJOR GENERAL JOHN N. BRANDENBURG's recent speech at the Woodward High School commencement will most certainly be memorable to him.

General Brandenburg, Chief of Staff, Operations, US Readiness Command, McDill AFB, FL, hasn't been back home to Oklahoma since 1964 and then not to Woodward, his high school alma mater.

He was overwhelmed to see old Army and college friends and relatives at the commencement.

Not knowing when or if he would ever return to Woodward, General Brandenburg said in his speech to the 1980 graduating class of Woodward High School, "I graduated from Woodward High in 1947 and I can't remember the speaker or if we even had one. So, I'll be brief in my speech even though I could talk about many memories."

Brandenburg's speech centered around the great threats that several countries are posing to the United States.

He cautioned that as Americans we must "be ever mindful of privileges as a citizen and realize the inherent responsibility to citizenship, rights and freedoms, because almost nothing is for free."

Although General Brandenburg stated that the graduating classes of today are not all that much different than his, he sees the decade of the 80's as "one of intense challenge for Americans."

Brandenburg encouraged those who are asked to serve and register for the draft to do so.

Whatever the endeavor of the graduating senior, Brandenburg said it should be viewed as important and given maximum effort.

"Of course, advice is something the older generation gives to the younger when they're too old to set bad examples," he said.

Speaking about his own choice of career in life, Brandenburg said, "I went to Oklahoma State University when it was Oklahoma A&M. Then, all land grant colleges required everyone to take two years of ROTC.

"I was majoring in Forestry because I like the out-of-doors, hunting and fishing, but I knew I had to get into the Korean War and I found ROTC very interesting so I gave the Army a try."

"I didn't know the Army would be a career for me, but after my first three year commitment, I liked it and decided to go on." (Debbie Moser, Oklahoma City DRC)

SIX HUNDRED FIVE-DOLLAR BILLS equals \$3,000 and that's money in the bank to the qualified enlistee. **SFC Al Rosen**, station commander of the new Collinsville, MO, Recruiting Station, used money in the bank to publicize the \$3,000 cash bonus option in his area.

Rosen asked the vice president of the First National Bank of Collinsville to allow \$3,000 of its money to be photographed with **Mike Dunahee**, a DEPer from Collinsville High School.



Dunahee, the money and Rosen.

"He was happy to help us, and made all the necessary arrangements," Rosen explains.

In the display window of the Collinsville Recruiting Station is a motorcycle borrowed from a local merchant and a sign explaining that an enlistee can buy that motorcycle with his cash bonus — an idea that was

originated by the recruiters at the nearby Granite City Recruiting Station. Rosen added a framed print of Mike Dunahee and the money over this display. He plans to place other prints in his station's high schools at the start of the 1980-81 school year. (Chris Phillips, St. Louis DRC)

PENGUINS OUT OF EGGS, roses out of turnips and tiger lillies out of carrots were just a few tricks shown to high school students by the Ft. Lewis Culinary Arts Team.

The team, headed by **W01 Bobby Wiggins**, toured the Los Angeles DRC recently. Approximately 700 high school students saw the demonstrations.

After Wiggins delivered a short slide show, the other two members of the team took over. **MSG Harvey Keller** and **SFC Robert McIntyre** demonstrated cake decorating and other aspects of culinary art. After the demonstration, the cake was carved for the students to eat.

"We don't use a hard sell approach," says Wiggins. "Our purpose is to explain the Army food service system to the students and answer their questions."

The most frequently asked questions?

"Can I have some more cake?" (Sam Rousso, Los Angeles DRC)



Keller creates a cake.

Students tour Reserve fort

*Story and Photos
by Rod Rasmussen
Minneapolis DRC*

The "Real McCoy" is what Minneapolis DRC SFCs Lou Granillo and Maurice Collins showed students from Cashton and Viroquo High Schools. The Sparta, WI recruiters escorted 39 students to nearby Ft. McCoy for a first hand look at the United States Army Reserve at work.

One of the largest Reserve training sites in the Midwest, McCoy provides training and logistical support to the Army Reserve.

The students were greeted by the post sergeant major, then whisked away on a tour of the Army Reserve-operated maintenance shop where they saw a broad variety of equipment being repaired.

"Big", commented Dan Severson of Cashton High School, "mechanics training is what I'm interested in. I'm in a Farm Mechanics class, now."

They completed the tour by eating a hearty noon meal at the dining facilities, after which Collins and Granillo rapped with the students about the Army and Army Reserve programs. 🇺🇸

Students of the Cashton and Viroquo High Schools in Sparta, WI., toured Ft. McCoy's Reserve training site where they had the opportunity to examine a variety of equipment, including the tanks at upper right. (Center) SFCs Maurice Collins, and Lou Granillo talk to the students about Armor enlistments. The students also got a taste of Army chow during the tour at lower right.



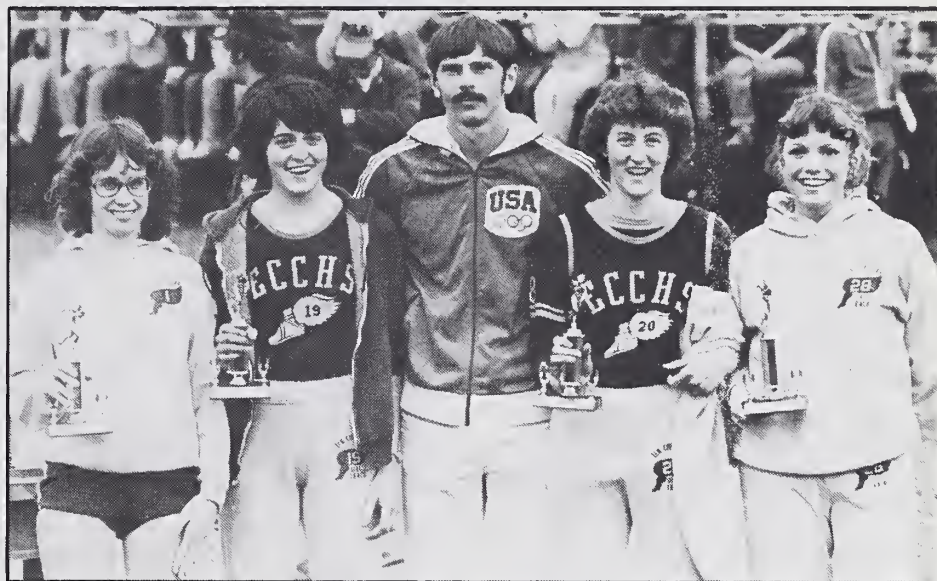
Olympian highlights high school track meet

Story & Photos
by Russell R. Weiskircher
Pittsburgh DRC

Call it a shining example, call it ingenuity, call it anything you please; as long as you call it a successful event. And successful it was, when SP5 Mike Shine, assistant track coach from the United States Military Academy was guest of honor at the Elk County, Pennsylvania Invitational High School Track Meet.

It all began when the St. Mary's P.A., station commander, SFC Robert L. Steedley and the USAR recruiter SFC James Werner got their heads together in a plan to reach all of the Elk County high school seniors simultaneously. SFC Werner had learned that 1976 Olympic Silver Medalist, SP5 Mike Shine, who hails from Youngsville, PA, was a crowd pleaser. Werner talked with the county high school athletic director and the four coaches. Then he called the Pittsburgh DRC and asked about the possibility of getting Shine to represent the Army at the track meet and make the awards presentations.

Nothing worth doing comes easy. This was no exception! First and most important, there was the usual case of



1976 Olympian SP5 Mike Shine, center, presented the awards to these young women at a county track meet near his hometown.

a good idea and no funds for TDY and travel. But the Academy was interested and so was Shine. It was a trip home for him.

Through the good offices of LTC William Tobin at West Point, a military flight was arranged from West Point to St. Marys. Mike arrived in time to lunch with the dignitaries, then spent the day handing out

awards. He was able to stay at home that night and fly out the next day to a track meet competition in Houston, TX.

Shine was interviewed by the press. In fact the track meet rated an entire page with the US Army and Shine in almost every paragraph and picture. He was also the subject of a radio sportscast tape and he was idolized by the more than 500 competitors.

Six records fell at the track meet and Shine in his Olympic "sweats" and his Academy jacket, was there to present every trophy.

It was a good day for athletics, for athletes, for West Point, and for Steedley and Werner. They mingled all day with the students, their coaches and parents. They will be working all summer on the leads generated in one busy day. Werner, who also does a weekly sportscast, says the formula for high school recruiting is simplified if you can get a luminary like Shine to highlight your program.



Silver medalist SP5 Mike Shine, center, was a hit with these men when he presented the awards at a county track meet.

Recruiter is batting coach

Story and Photo
by Greg Bartholomew
Seattle DRC

Former Canadian, semi-pro hockey player, all-Army softball outfielder, and one-time comedian, SSG Bob Rahal uses humor and athletics in his job as an Army recruiter for the Federal Way-Auburn, WA., area.

"Athletics — that's my bag. I'm a jock from way back," Rahal says. "I played all-Army softball for quite a few years. Right now I'm helping Coach Bob Moliter who is the head baseball coach at Auburn High School." Rahal is the batting coach.

"It's good rapport with the students. Some of them are juniors and sophomores asking me questions about the military: Can I do this in the Army? I say, hey, you can do anything you want in the way of recreation services in the military. When I was in Honolulu I played seven nights a week, sometimes two or three times a night. I say you can do it in the service, too — represent the Army in the way of sports."

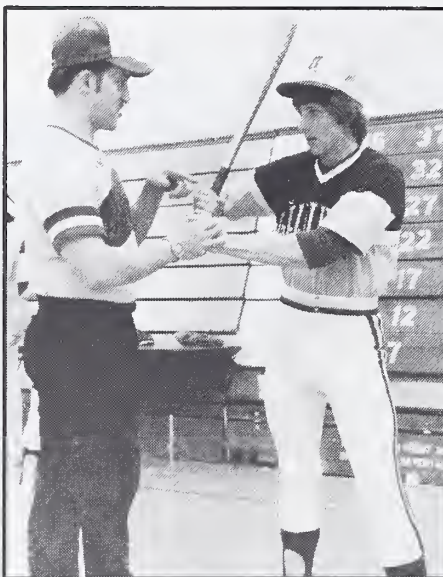
Rahal was born in Nova Scotia, Canada. In 1965, his family moved to the United States. After high school he worked as a singer-comedian in Orlando, FL, night clubs.

"My father had served in the Canadian forces ten years. My brother is in the 82nd Airborne at Ft. Bragg, and my sister became a recruiter in Elizabethtown, KY.

"I was talking with them and they said, 'Bob, it's a pretty good life.' I was floating from job to job, and I said, well, I'm going to give it a shot. So I went down in January 1970, and signed up. I've been on active duty ever since.

Rahal originally enlisted in the administrative field and was stationed in Alaska, where he became an American citizen in 1972.

"I'd play semi-pro hockey all the time at night. I'd go to work 7:30 to



SSG Bob Rahal gives, Auburn High School student, George Seward a few batting hints.

4:30, get myself out to the arena and play. There were two lieutenants and myself who played for the Anchorage Wolverines."

It was in Alaska Rahal met his wife, Natalie, through her father, now retired SFC Charles Jex.

"The three of us met in a theatre. My father-in-law was the theatre manager, I was the ticket-taker, and she worked behind the concessions stand."

Mrs. Rahal served in the Army two and a half years before the first of their three daughters was born.

"She's a big part of the recruiting. If I'm working with female applicants, sometimes she comes with me on appointments or I bring the applicants out to the house." Mrs. Rahal is able to tell women applicants what to expect in the Army.

Of his brief stint as a comedian, Rahal says, "That helps me when I get out on the street and talk to the kids today, because I feel I can communicate with them. I want to try and make them as successful as I've been over

the last ten years. I throw a little comedy. I don't tell them it's all work, work and education — there's play in the Army, too. And so I'll throw in a couple of jokes."

Rahal keeps in shape by working out in the high school's weight room. In addition to his working with school athletics, he arranges high school presentations and student tours of nearby Fort Lewis.

"LT Chet Fields from the Law Enforcement Command at Ft. Lewis came out last month and gave a superb presentation. Since then I've gotten about three of four calls in reference to the Military Police."

One recent student tour to Ft. Lewis was a culinary arts class. "They wanted to see what military cooks were all about, so I arranged a tour and I took about 40 students out there. We went to the Officers' Club. We went to the 2nd Battalion, 47th Infantry mess hall — excuse me, dining facility — and we actually ate chow. The kids were amazed. They really were. We gave them a box of C-rations. Half of them had never seen C-rations before. They took them back to school and everyone just went bonkers: Wow! What is this?! Canned biscuits, peanut butter, and everything else. They really, really enjoyed it, and since then I've actually gotten one guy to go into the Delayed Entry Program to become a cook."

Rahal spends so much time around the Auburn High School that he recently opened a substation nearby. He is also responsible for recruiting at Decatur High School in Federal Way. He has been recruiting out of the Federal Way station since May 1979.

"I love to associate with people," he says. "I love to talk, and by getting into recruiting I'm satisfying my own goals of getting out and meeting people. I've got to keep moving all the time.

"I really super enjoy it."



**Story and Photos
by Sam Russo
Los Angeles DRC**

In the Los Angeles District Recruiting Command, there are as many high school programs as there are high schools. The programs are of all shapes and sizes — successful, trying to be successful, established, and brand new.

Of the more successful programs, there are two that bear watching.

SSGs Armand R. Brunhoeber and Thomas Wiseman are involved in established and brand new high school programs, respectively.

Brunhoeber has been the recruiter at Reseda High School since November 1978; Wiseman has been working Los Altos High School since January of this year.

Their programs are similar in many respects; both maintain close working relationships with their respective school administrations, especially the career counselors. Both visit their schools regularly, and both get involved with extracurricular activities (such as serving as chaperones at dances) as much as their schedule permits.

Additionally, Brunhoeber periodically gets to put up a window display in the main hall of Reseda High's administration building — adjacent to the career counselor's office.

Los Altos High had its first ASVAB test in memory in April, the result, Wiseman says, of hard work and in-

tense promotion. "This is an upper-upper middle class school," he says, "and it's hard to recruit here, but the quality of the potential recruits — Los Altos is one of the highest rated schools academically in California — makes the effort worthwhile."

The ASVAB test response has been growing at Reseda High School, which Brunhoeber characterized as "middle class." In November, 123 students took the test; estimate for the response to the test at the end of April was about 300.

During their regular visits to their schools, the two recruiters talk to students they encounter. "You don't try to push the Army down their throat," says Brunhoeber. "You just tell them what the Army has to offer."

Brunhoeber is emphatic about what makes a successful high school program. "Rapport, presence, a very low-key sales pitch and getting involved. I maintain contact and establish my identity here. After all, when a kid wants to talk about his future, he doesn't want to talk to a stranger."

Another way to establish your identity is to be extremely visible during special events. In May, the Seventh Infantry Division's Jazz and Rock Band appeared at Los Altos High; so did the Army's Cinema Pod and an Army Malibu Gran Prix car, as well as a 105-mm howitzer. "I'm getting their attention," Wiseman says. "There are many avenues to success," he adds, "Promotion is just one of them."

Old & New High School Two Work Well



SSG Tom Wiseman, center, and PV1 Hassem Linares, left, tell the Los Altos High School student body government about Army participation in their career day.

Recruiters share recipe for success

*by Berna Facio
Albuquerque DRC*

Success in working a high school program comes in many flavors, but there are some common ingredients in the recipe.

The most successful high school recruiters in the Albuquerque District Recruiting Command attribute their success to the credibility they have developed in working with school officials and students, their availability to them, and continuing communication with their high school DEPs.

Other high school producers use their individual talents and interests such as sports in working with the schools. For those working the Hispanic market, the key is often personal involvement with families and the community at large.



SSG Ken Price

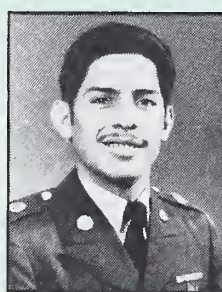
SSG Ken Price of the Farmington, NM, recruiting station, says his involvement in sports is what makes him a successful high school recruiter. He coaches high school wrestling at Shiprock High School where he gets most of his seniors. He referees football games and umpires high school baseball, a program that involves all of his schools. Price also helps teach weightlifting classes and sometimes serves as a substitute teacher for history and physical education classes.

"There has to be total involvement in the school," Price says. "They have to know who you are." Price believes three good hours in the high school are

more valuable than a lot of windshield time. He works with all ages — grade schools, middle schools and high schools. "They start forming their impression of the military when they're very young," noted Price.

Price says it is important to treat all applicants right. He has gotten referrals from applicants who themselves didn't qualify for enlistment.

SGT Frank Rangel and SGT David Marquez, both intern recruiters, do



SGT Frank Rangel

their recruiting in semi-rural suburbs of El Paso with a population of conservative Mexican-Americans with strong family ties. SFC Bob Paredes, professional development NCO for the El Paso area, says Marquez

and Rangel are functioning as a first-class team.

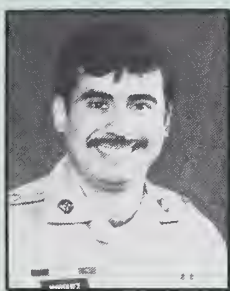
Rangel and Marquez get involved with the families and with the community at large. They are often invited to dinner and to weddings, birthday parties and farewell parties for those who are going on active duty.

Marquez is a native of El Paso, but Rangel comes from San Antonio. "I feel like I have lived here for at least ten years," Rangel says. "I have become a part of these people."

Marquez says there are not too many jobs in the area, and the young people are interested in travel and skill training. Good rapport with counselors and teachers isn't hard to build in their small schools, according to Marquez. He gets personally involved with the students at the high

school, going to their social and fund-raising events, such as dinners and car washes.

Rangel says he follows the basics, and continually contacts his DEPers. "I make my DEPers work for me," Rangel says. "I get together with them, play ball with them, etc. At least three of my DEPers have been promoted for their referrals. He adds that he gets all of the DEPers together every so often, telling them about the Army and showing them films. He



SGT David Marquez

gives presentations and talks on the military to career and vo-tech classes.

SFC Billy Tharpe works Languna Indian Pueblo, part of the Navajo Indian Reservation and Grants, NM, a town with a population of 9,000. Tharpe has enlisted 23 seniors this school year. "I make myself available to the students at their convenience, not mine," says Tharpe. Most of his appointments are after 7:00 p.m. in the homes of the individuals and their parents.

Tharpe visits his high schools once a week at a set time. If he finds it impossible to be there, he notifies the school so they can make an announcement that he won't be there that day. Sometimes Tharpe changes his schedule completely to accomo-



SFC Billy Tharpe

date the schools.

Tharpe has talked to a lot of high school drop-outs, coaxing them into going back to school instead of putting them in the Army. Sometimes the vice-principal himself will ask him to talk to an individual who wants to quit school. Other times he is included in conferences with counselors and individuals who want to quit school.

Tharpe contacts his DEPers a minimum of once a week. He put 41 people in the Army from January 1 to April 10, 1980, and he credits DEP referrals for about 65 percent of the enlistments. Tharpe and his DEPs work together on different projects. For Christmas they wrapped gifts in his office and distributed them to needy children.

Tharpe says he has to give a lot of credit to his wife. She is very understanding of his long hours. He leaves the house at 6:30 a.m. and does not return until after 8:00 p.m., six days a week.

SSG Bill Knipe recruiter in Odessa, TX, stresses the importance of gaining the trust of the teachers, counselors and students. "You have to practically live at the school," Knipe says. "Start working early with the young people — since their junior year in high school." Knipe also keeps in close contact with his high school DEPers.

"Good rapport with the ROTC in a school can be very helpful," Knipe adds. When he was working Estacado High School in Lubbock, most of his seniors came out of JROTC. Knipe



SSG Bill Knipe

finds displays such as Special Forces or helicopters very valuable. "But you have to let the seniors know when these events are going to take place and be present at the event yourself," he says.

SSG Jim Edmondson working the Lubbock area says it's important to help the schools in any way you can.

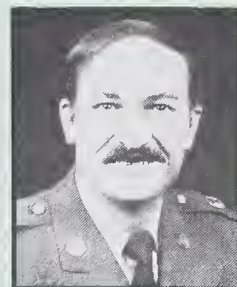
"I arranged for the track team from Brownfield High School to stay in the barracks at Ft. Bliss during a trip," says Edmondson. "This builds good rapport."

Edmondson gives talks on the history of the Army to social studies and history classes. His best "in" at the high schools, however, are the vocational teachers or counselors who are retired from the military. Most of the vocational teachers he works with are ex-military.

Edmondson takes mechanics classes on field trips to the Army Reserve motor pools and shows them films on mechanics in the Army. He shows films on electronics to the electronics class. The electronics teacher learned electronics in the Army.

To those who are not top HSSR producers, Edmondson gives this advice. "Don't get discouraged. I was one of the lowest HSSR producers last year, and I decided that this year I would start earlier and work a lot harder."

This recipe for successful recruiting is by no means complete. Other innovative recruiters are adding new ingredients to the recipe all the time.



SSG Jim Edmondson

Infantry raids Air

*Story and Photos
by Larry Bates
Reprinted from
the "Courier"
Ft. Campbell, KY*

"We are told that the Air Force doesn't know your plan. The Security Police have no idea you're on the way. The civilians should not even expect you."

These words by LTC Steve Broderick, commander of the 3rd Battalion, 187th Infantry, launched 36 soldiers of the 1st Platoon, Company A, "Rakkasan," into preparations for an emergency deployment readiness exercise which would ultimately take less than five minutes on their objective.

The mission was planned as an air

assault raid on the Kentucky Air National Guard facility on Standiford Field, Louisville.

Plans included destroying all parked aircraft, demolition of the 123rd Tactical Reconnaissance Wing's operations center and if time allowed, snatching BG Bradley, the wing commander. The mission statement allocated a maximum of 10 minutes on the ground.

After they had been secured in a 3rd Brigade classroom last Friday, the Rakkasan Raiders were taken to the Ft. Campbell Airfield departure control building. Not even other members of their company knew where they were.

Rehearsals began. Rehearsals continued. Over and over again, the Raid-

ers practiced and studied. An accurate sand table model was prepared which helped team members familiarize themselves with the exact location of each building at the objective. Some members of the platoon rehearsed their plans eight times.

"We got it down to three minutes and 59 seconds," said PV2 Robert Boley. "Our platoon had been organized into security, search and demolition, and snatch teams. We all knew exactly what we had to do," continued Boley.

"I love the chopper rides. We got a lot of practice runs," raved PV2 Dennis Boyce.

As evening enveloped the soldiers, periods of quiet and sober thought became evident. The married soldiers were allowed to make one monitored phone call to their spouse. Full-length feature movies were shown. "Most conversation, though, was about the raid," said 2LT Stephen McCarron, platoon leader.

Saturday morning, most of the men were up well before necessary and anxiously awaiting the word to move to the flight line. But there was work to be done.

There was another trip to the sand table. There was breakfast and another casual stop at the sand table. There were those minute inspections of equipment. There would be no failures due to careless preparation. There were card games and short naps. There was too much excitement for real sleep. Weapons were test fired. Faces, necks, and hands were

Members of the security team follow SSG Joseph Martin (disguised as an Air Force captain) back to their Blackhawk helicopters for extraction after a successful raid on the Kentucky Air National Guard's Standiford Field. The men are members of the 1st Platoon, Company A, 3rd Battalion, 187th Infantry from Ft. Campbell, KY.



National Guard Base

camouflaged. Equipment was checked and rechecked.

SSG Joseph Martin received special scrutiny. He really did not appear ready for an Army operation. Dressed in the uniform of an Air Force captain, Martin's task would be to try to infiltrate the guarded command operations center at Standiford Field.

"Ready! Move to the flight line! Keep team integrity!" barked McCarron.

The flight to Louisville was uneventful, rapid in the new Black Hawks, yet it seemed to take forever. Each soldier played mental gymnastics as he went over and over his individual and team assignments.

1015:30 Aircraft 10 miles from objectives. No radar detection.

1020:00 On the objective. Shock in the eyes of the airmen.

1020:10 Security teams in place. Airmen exit fire station. Airmen engaged by M60 fire. Airmen retreat to fire station.

1020:15 Airmen exit hanger. Security team fires. Airmen run like crazy.

1020:15 Pilots reposition Black Hawks for extraction.

1020:30 Raiders begin attaching 101st Airborne stickers to 12 jet fighters and one propeller driven aircraft (allegedly the general's plane) simulating satchel charges.

1020:30 Assault team moves to command center. Airmen in awe of speed of action.

1020:45 Four team members gain

entry to command center. Bradley not home.

1021:00 Another assault team enters adjacent flight simulator building. No general.

1021:30 All aircraft destroyed.

1022:00 Demolition charges set around command center.

1022:30 Last minute check for general. No luck.

1023:00 Command center demolished.

1023:30 Green smoke signal released, team begins withdrawal.

1024:00 Personnel accountability check.

1024:45 Rakkasan Raiders extracted from successful operation.

The satisfied and still excited infantrymen were beside themselves. After a short flight to Ft. Knox, KY., to refuel the helicopters, the soldiers had an opportunity for the first time to discuss the mission.



A Blackhawk, right, sweeps in over Standiford Field in preparation to land a raiding party from the 3rd Battalion, 187th Infantry from Ft. Campbell, KY. The raid on the Kentucky Air National Guard base lasted only four minutes and 45 seconds . . . long enough for the raiders to simulate demolishing the guard's 12 jet aircraft and command center.



USAREC's New Chief of Staff

COL Donald J. Delandro, former Chief of Staff, US Army Military Personnel Center, is now the US Army Recruiting Command's Chief of Staff.

Delandro began his military career as a distinguished military graduate of the Southern University of Baton Rouge, LA., where he also graduated Cum Laude in 1956. He was commissioned a second lieutenant in the Adjutants General Corps. Delandro received a Master of Business Administration Degree from the University of Chicago in 1966.

He has completed the Infantry and the Airborne basic courses at Ft. Benning, GA. His military training includes courses in Personnel Administration, Recreation and Postal Services at the Adjutants General School, and the Department of Defense Computer Institute Orientation Course for Managers.

Delandro is a graduate of the Command and General Staff College and the Army War College.

His assignments have been as an Infantry Unit Officer, Ft. Ord, CA., Personnel Staff Officer, HQ, US Army Alaska, Ft. Richardson, AK.; Administrative Officer, G-1, HQ, Fifth US Army, Chicago; G-1 Advisor, First

Imperial Iranian Army, ARMISH-MAAG, Iran; Branch Chief, National Military Command Message Center, Office of the Joint Chiefs of Staff, Pentagon; Adjutant General, 23rd Infantry Division, Vietnam; and Chief, Enlisted Division, HQ, US Army, Vietnam.

Delandro has also served as the Executive Officer, Weapons Systems Analysis Group, Office of the Assistant Vice Chief of Staff, DA; Administrative Executive, Office of the Deputy Chief of Staff for Operations and Plans, DA; Chief, Combat Service Support Career Division MILPERCEN; and Chief, Enlisted Distribution Division, MILPERCEN.

The Legion of Merit, with first oak leaf cluster, tops his list of awards and decorations which include: the Bronze Star, Meritorious Service Medal; Air Medal, Joint Service Commendation Medal, Army Commendation Medal (1st Oak Leaf Cluster), National Defense, Vietnam Staff and Vietnam service medals and a Vietnam Campaign Medal.

He holds the Parachutist, JCS Identification and Army General Staff Identification badges.

TAXES – uniforms = \$

Uniform allowances paid to officers and enlisted men are specifically excluded from an individual's gross income, and therefore, should not be shown on your income tax return. You pay no income tax on such allowances.

Certain expenses incurred in maintaining uniforms are allowed as itemized deductions from adjusted gross income. The costs involved in buying and maintaining required military fatigue uniforms, where local military regulations prohibit their off-duty wear, are deductible by or in the amount these expenses exceed allowances received. Maintenance expense includes laundry, clean-

ing, repairs and alterations of uniforms. The expense of purchasing uniform braid, epaulets, campaign bars, cap devices and corps devices is deductible. The expense of altering braid and devices on uniforms and equipment upon a charge in rank by promotion or demotion is also deductible.

However, the expense of buying and maintaining military uniforms easily adaptable to non-military wear is not deductible. The Class A Uniform is considered adaptable to non-military wear. Therefore, its expense will not normally be deductible. (USAREC Legal Counsel)

Advance pay on DITY moves authorized

DITY — The Army's Do-It-Yourself moving program — will now pay you "up front" when you use your own transportation to move your household goods.

Before, soldiers making DITY moves with their own trucks and vans had to pay out of their pockets for gas, oil and other road expenses. Only after the move could they apply for reimbursement from the government.

Now, you can receive some cash for moving expenses from your local finance and accounting office before the move.

DITY can be used by any soldier eligible for shipment of household goods at government expense for PCS, TDY, retirement or separation moves within CONUS.



AR 601-280 revision begins

Preliminary work has begun on a new AR 601-280. We hope to come up with a regulation which will provide definitive guidance while still being easy to live with in the field. MACOMs have been asked to forward copies of their current supplements to HQDA. We will attempt to incorporate the common items into the new regulation to minimize supplementation.

We would appreciate any suggestions you have also. Keep in mind that any recommendation must be applicable Army-wide and cannot favor one group of soldiers at the expense of another.

Recommendations should be submitted prior to Jan. 1, 1981 to HQDA, ATTN: DAPE-MPR-P (SGM Hawley).

In-Service recruiters

At its inception, the volunteer Army was envisioned as having strong, combat ready, reserve components. This has never changed. If we are to succeed in manning the force, we must rely more heavily upon and work more closely with our reserve component career counselors.

Many reenlistment NCOs used to feel, and maybe some still do, that the in-service recruiters were competing with them for reenlistments. Time and experience

has proven this to be totally untrue. Reserve component career counselors support the active Army by referring many soldiers back to their reenlistment NCOs to be reenlisted. It is imperative that active component reenlistment NCOs become more familiar with the reserve programs just as we expect them to be familiar with ours.

We must make sure that every soldier we do not reenlist, is kept in the reserves.

Proposed benefit increases

On Feb. 4, 1980 the Senate passed HR. 5168 as amended by Nunn/Warner which included authorization of a Variable Housing Allowance. If passed by the House, and signed by the President, the bill would include such things as: A FY 80 Variable Housing Allowance of the full difference between average housing costs and 115 percent of the BAQ; an increase in the PCS mileage rate from 10 cents a mile to 18.5 cents; a 25 percent increase in flight duty pay; reenlistment bonus authority for soldiers with 10-14 years service.

On May 26, the President and the Secretary of Defense not only announced support of H.R. 5168, but added

compensation including: dental care for active duty dependents; family separation allowance for E-1 to E-4; increased mobile home movement allowance; increased enlistment and reenlistment bonus authority; an optional BAQ program for E-7 and above; and increased temporary duty per diem reimbursement.

While no amount of money, by itself, can solve all the Army's problems, these changes, coupled with a proposed significant pay increase, should go a long way toward correcting the inequities in military versus civilian pay.

Revised Reenlistment Objectives

Effective Oct. 1, 1980, two major changes will be made to the current reenlistment objective system.

First, objectives will be in three parts: first term, mid-term (career with less than 10 years service at ETS), and career (more than 10 years service at ETS). This will concentrate our efforts in an area where we currently have our biggest problems; mid-range careerists.

Second, objectives will be reduced with credit given only for those reenlistments done "in the window." This will focus our attention on those soldiers needed to achieve required end strength.

Although, it is natural to resist change, these revisions are badly needed and will cause a minimum of extra work.

Junior Enlisted Travel

Effective in October, 1978, service members in grades E1-E4 with less than two years service became eligible to apply for movement of dependents to overseas areas. Also, as a result of the "JET" entitlement these soldiers are eligible to move dependents and household goods to a specified location should they elect an "all-others" tour.

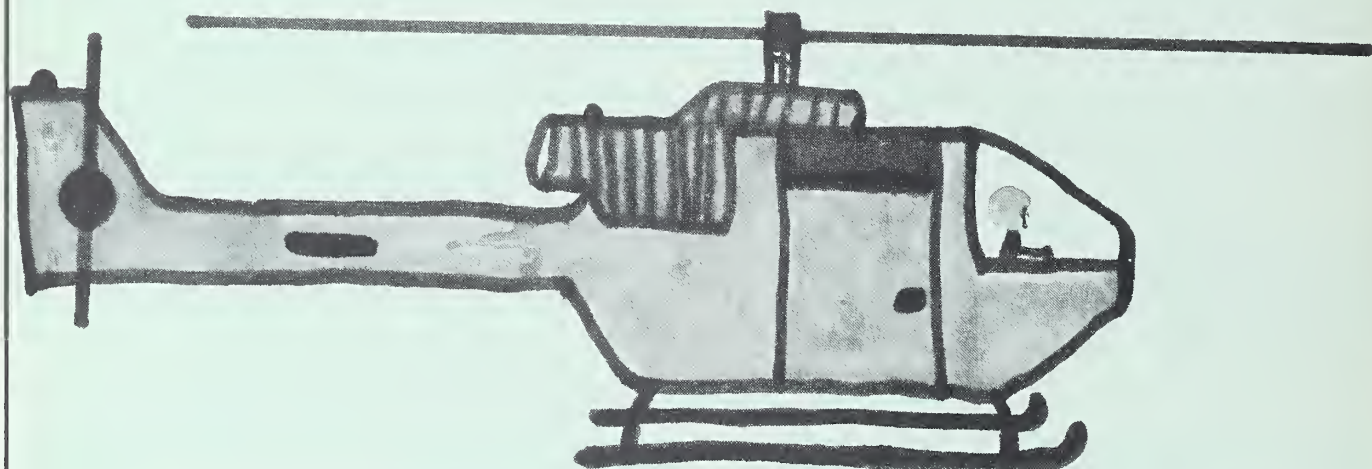
JET does not change housing policies. Enlisted personnel E1-E4, under two years service still are not

authorized to request government quarters.

Tour length requirements for junior enlisted personnel under JET are the same as for all married soldiers. Those with approved dependent travel must serve the dependents tour while those electing to move their dependents to a designated place, at government expense, will serve the all-others tour.

I liked your show!

Brian Mousa room 16



Write On, Army fans

Students thank recruiter

by SSG Dennis D. Kramp
Albany DRC

"you were grate." . . . "Never before in my life have I seen one so nice." . . . "The helicopter got so much sand in my hair my mother all most laughed but she didn't."

If you were SSG Bob Perrotta of the Glen Falls, N.Y., recruiting Station, these were among the comments from the hundreds of letters received following a helicopter visit to a local school.

"There are many advantages about helicopters. The advantages are it cleaned off the kickball field."

"I liked it when the took off. It was mindbottleing."

Perrotta, working with the Albany DRC Advertising and Sales Promotion shop, had an Army National Guard helicopter display at four rural schools during a two-day period.

Three of the schools had grades K-12 while the other taught K-6. During each display, the students watched the Huey land, had an opportunity to talk to the crew and walk through the chopper, and saw it take off.

"I've learned not to touch anything in a helicopter or a plane even though you didn't talk about planes." . . . I woun'dn't want to ride in one cause I'm scared of heights. Maybe I would if I closed my eyes."

"A couple of days following the static displays, a teacher from Jackson Heights School (K-6) came to the office with an armful of paper," Perrotta recalled. "I ended up with a couple of hundred thank-you letters and drawings. Quickly thumbing through the stack, my first reaction was numbness and being speechless. I finally asked the instructor if they were for me.

Editor's Note: Italicized, indented quotes are excerpts taken from student letters received by Recruiter SSG Bob Perrotta. Spelling, and grammar were left unedited.

"Thank you for coming to our school and bring the helicopter . . . I never saw a helicopter in real life. And boy was that one big . . . I thought the little kids enjoyed the helicopter. I myself thought it was great."

"Suddenly a sense of accomplishment over the entire event surfaced. You read the headlines and see and hear stories all the time of how bad kids are . . . how disrespectful they are towards the establishment . . . well, maybe this age group hasn't had the opportunity to taste those feelings, because their letters and drawings made me proud as hell."

"... were did you get those good looking pants." . . . "The way you floated in the air was fun to watch." . . . "Are the bars that hold the helicopter up solid?" . . . "Is it fun in the Army? I hope so because I might want to go when I get older."

"I talked to these same students three to four weeks before the helicopter display. It was during a career day activity sponsored by the school. The questions were very specific . . . they wanted to know what types of jobs the Army had . . . the various

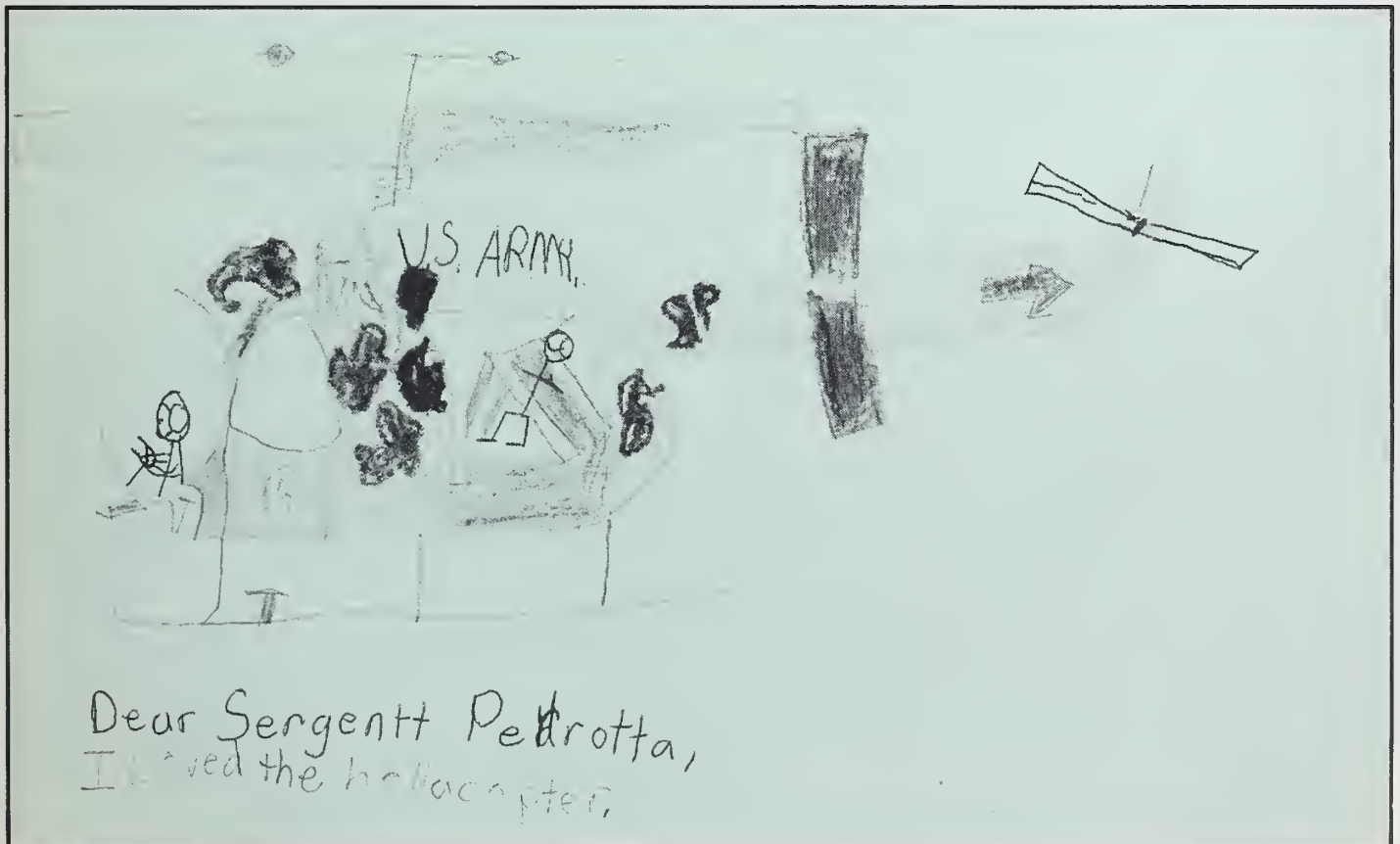
places you could be assigned around the world . . . and about my uniform and haircut," Perrotta said.

"We all had a nice, great, and magnificent time." . . . "If you come back again you should bring a jet or a tank or a submarine." . . . "When I get old enough I might join the Army but I'll stick to ground work like M.P. or maybe a cook or maybe I'll peel potatoes."

"Naturally I concentrate my efforts and time to the recruiting target age group but I don't feel activities like this are useless. The Army provided some very positive memories for these kids; received beautiful coverage in the local newspaper . . . and most of all, the kids saw that military people are no different than their parents, teachers, neighbors, and other adult friends."

"I think that our school will remember the Army being so very generous long after the people that made it happen are long gone." . . . "Thank you" . . . "Your Friend" . . . Kelly . . . David . . . Greg . . . Christine . . . Eric . . . Stephanie . . . Matt . . . Katrina . . . Bill"

The helicopters found on these pages are representative of the enthusiasm students at four rural schools had for their recent helicopter visits. Students sent SSG Bob Perrotta, the recruiter who arranged the visits, several hundred thank you letters and pictures.





TAIR Topics

**Story and Photos
by Buck Weaver
Jacksonville DRC**

When the Orange Park, FL High School Band filed into the bandroom for class were they ever surprised! Spaced into each section of the bank were "spit and polish" musicians of the US Army Signal Center Band, Ft. Gordon, GA ready for a full scale Rehearsal — Skill Clinic — performance with the Raider Band.



SP4 Paul Dickson, demonstrates proper breathing techniques during a high school skills clinic.

The Ft. Gordon musicians were in the Jacksonville, FL area for a four high school performance tour, the Jacksonville Beach, FL Festival Parade and the Orange Park, FL Mardi-Gras Parade. The Orange Park event is an annual project of the Raider Band Boosters Club.

WO George T. Armijo, 434th Bandmaster, drilled the combined student-soldier band with Army exercises. He then rehearsed the band and directed them through two selections. The Raider bandmaster, Mr. Robert Allen, then took the baton and led them through two more numbers. The students were so overwhelmed with the performance they applauded the professionalism of their Army counterparts, who in turn applauded the skill of the students.

The bands then broke down into jazz ensembles and the fun really began. Students and soldiers alike couldn't recall a better jam session. Each set was followed by a plea from the students for "more . . . more". The class bells were ignored as long as possible as the saxes, trumpets, and rhythm sections were doing impromptu solos on the Dave Brubeck standard "Time Out". "Ain't this fun," said Bandmaster Allen as the session had to come to a close.

The Signal Center Band performed for more than two thousand students and to more than 150,000 public viewers at the two parades during the four day TAIR tour.



WO George T. Armijo directs the combined Orange Park High School and US Army Signal Center Bands.

Radar finds artillery

Excerpted from Hughes Aircraft Company Ground Systems Group brochure

Since the first crude bombards hurling stone cannonballs made their appearance outside besieged castles, the problem of suppressing enemy heavy weapons fire has bedeviled military commanders. To aim and adjust fire against them, it was necessary to see the guns themselves. If they were too distant or too well hidden, they could be silenced only by accident, if at all.

That historic element of safety by concealment has now been lost; hostile weapons no longer need to be visible to be vulnerable. The US Army has sponsored development of the FIREFINDER system of battlefield weapon locators, which use the path of the (enemy) projectile itself to determine the position of the launcher. Automatic first round location of simultaneous fire from weapons at different locations becomes a reality with FIREFINDER. As soon (and as often) as the enemy shoots, you know where his guns are . . .

In battle, different kinds of target acquisition jobs need to be done in different places, often at the same time. Obviously, one kind of tool won't do them all. Armies need several types of artillery, mortars, tanks, etc., because of differing tactical requirements. For the same reason, both short and long range weapon locating radars are essential. The FIREFINDER system is a balanced team of computer controlled, electronically scanned radars. Each radar is tailored to protect against a separate range of threats, from close-in high angle mortar and howitzer fire to long range attacks by heavy artillery and rocket projectiles.

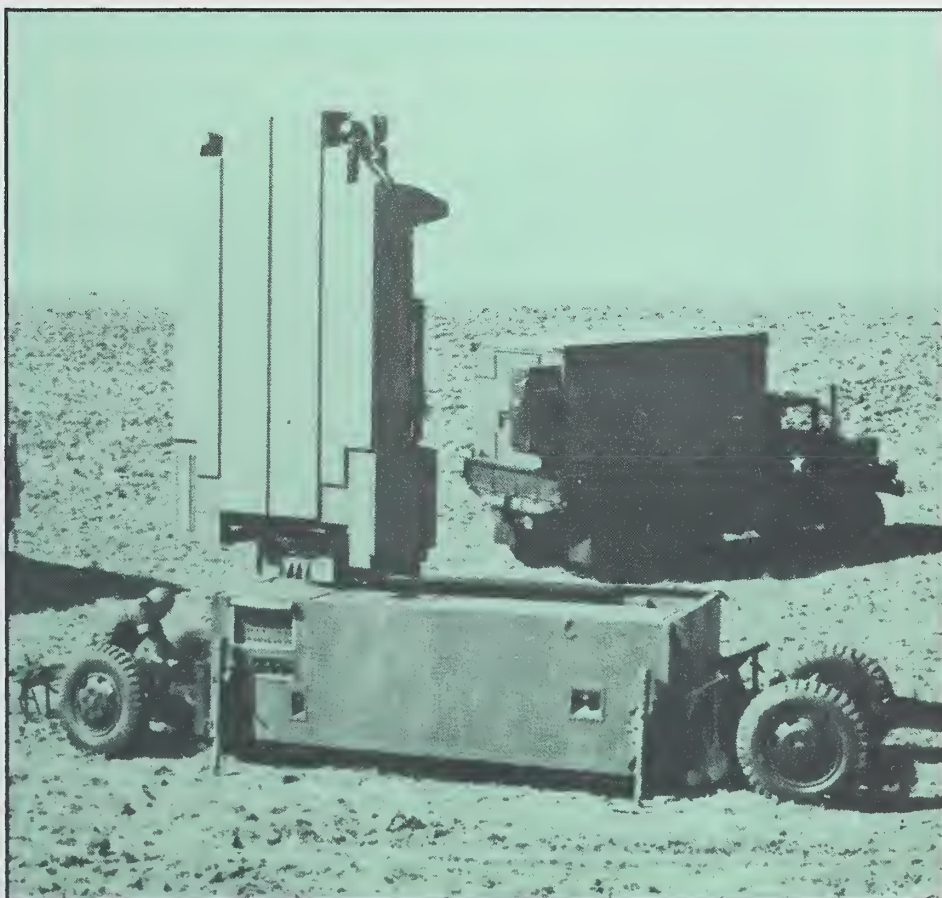
Though computer software and some hardware on the two FIREFINDER radars differ, the principle of operation is the same. A "fence" of pencil-shaped radar beams, adjustable according to terrain, is swept along a 90 degree sector of the horizon

several times each second. As any object breaks upward through the fence, the system instantly and automatically transmits a verification beam . . . While tracking this target, the radar continues to scan, locate other targets and develop tracks on them.

As the beams track a target, the signal and data processors test each track against a series of discriminants to filter out unwanted targets — birds, aircraft, etc. — giving the FIREFINDER an extremely low false location rate. When the computer establishes that a target is valid, it smooths the measured track data and derives a trajectory, which it converts to establish the firing position. This is displayed on a visual map and printed

out in map coordinates, which may be interfaced automatically with a tactical fire control system such as TACFIRE. (See page 34, Combat Computer MOS Open)

FIREFINDER's automatic detection, tracking and location process is so rapid that the position of the weapon which fires a round can often be determined before the round itself reaches its target . . . Both the mortar locating radar (AN/TPQ-36), and the artillery locating radar (AN/TPQ-37), can also track the fire of friendly weapons, predict points of impact and provide registration and adjustment. Both can determine which enemy guns are hitting which targets, thus providing information to determine priorities for counterfire.



The development version of the artillery locating radar, above, has been given a significantly shorter and thinner antenna for the production configuration. The radar can locate weapons firing simultaneously at 30 kilometers.

Combat computer MOS

by MAJ Daniel M. Ferezan

MAJ Daniel M. Ferezan is the Senior Instructor of the TACFIRE Instructor Group, US Army Field Artillery School, Ft. Sill, OK. Prior to this assignment he was the Area Commander of the Roanoke, VA, Recruiting Area for 25 months. He has served in Field Artillery Command and Staff assignments in CONUS and USAREUR, and was a District Senior Advisor in the Republic of Vietnam.

Computers, computers, computers.

The US Army Field Artillery is fielding the Field Artillery Tactical Fire Direction System, commonly called TACFIRE. For the applicant who wants to enter the Army to learn about computers, TACFIRE will create 1,165 computer operator and 186 computer maintenance jobs for the active Army. Also, a new warrant officer additional skill identifier (ASI) has been approved for personnel responsible for maintaining all Army tactical com-

puter systems. The purpose of this article is to provide you with information about TACFIRE, the location and types of jobs available, and the training which operators and maintenance personnel will receive.

TACFIRE is a tactical, digital computer which automates all of the fire control, fire direction, fire support, and command and control functions of the Field Artillery. It is the first tactical, fully-automatic computer fielded by the Army and represents the most revolutionary development in the Field Artillery since the development of nuclear munitions.

The 1st Cavalry Division Artillery at Ft. Hood, TX, and the 1st Battalion, 17th Field Artillery, at Ft. Sill, OK, are equipped with the TACFIRE system. The TACFIRE deployment schedule calls for a field artillery

group at Ft. Sill to be outfitted with the system in the spring of 1980. Units in Europe will begin receiving TACFIRE in the fall of 1980 and the entire active Army will be equipped by the end of 1985.

TACFIRE consists of tactical computers at each level of field artillery headquarters and remote computer terminals operated by artillerymen at maneuver unit headquarters. These computers and remote computer terminals are linked over existing radio or wire networks using high speed, accurate digital communications (a computer-to-computer "short hand" language) in place of voice communications.

Located at the firing battery is the Battery Display Unit (BDU), a remote device which receives firing data that has been processed and sent to the



A forward observer, TACFIRE's "eyes", searches for targets, above, which he would relay by radio, telephone or TACFIRE Digital Message Device to the TACFIRE Operations Center.

open


BDU by the supporting field artillery battalion TACFIRE computer. The BDU will eventually be replaced in the TACFIRE system by a Battery Computer System (BCS).

The BCS will require a more highly skilled operator than the BDU because it will allow the operator to compute firing data at the firing battery level. Forward observers use Dig-

ital Message Devices and fire support officers with the maneuver units use Variable Format Message Entry Devices to exchange information with the computer at the supporting headquarters.

TACFIRE computers similar to the one at the battalion headquarters are found at the division artillery and corps artillery headquarters, but they are programmed to compute data unique to these headquarters. As you can see, TACFIRE is a system of tactical computers and digital communications

devices which ties together all elements of the field artillery team.

Computers! How do you feel about them now that you have a new product to sell? The Field Artillery is already using TACFIRE to perform its mission of providing timely and accurate fires, and TACFIRE can help you meet your recruiting objectives. The next time you hear an applicant say that he wants to learn about computers remember to tell him about the opportunities available in the TACFIRE equipped Field Artillery. 

13C: TACFIRE Operations Specialist

by MAJ Daniel M. Ferezan

With the fielding of TACFIRE comes a new military occupational specialty (MOS), 13C, TACFIRE Operations Specialist. At field artillery battalion and higher artillery headquarters, this MOS replaces MOS 13E, Cannon Fire Direction Specialist, which is the MOS currently held by Field Artillery fire direction personnel.

The job description for MOS 13C has been published in change 12 to AR 611-201, *Enlisted Career Management Fields and Military Occupational Specialties*. Prerequisites for MOS 13C are the same as for MOS 13E: an ST score of 100 or higher on the Armed Services Vocational Aptitude Battery, a physical profile of at least 222221, and the ability to distinguish between red and green. 13C advanced individual training is conducted at the US Army Field Artillery Training Center at Ft. Sill.


The TACFIRE operations specialist receives training in preparing the system for operation, establishing digital communications, entering data used by the computer for firing data calculations, entering battlefield geometry, using the computer to build fire plans, computing field artillery survey data, retrieving data which has

been stored in the computer, and maintaining the computer.

Upon completion of this training, soldiers can progress through all skill levels of MOS 13C beginning with MOS 13C10 as a private and ending with MOS 13C40, Fire Control Non-commissioned Officer, as a sergeant first class. These jobs are found in each field artillery cannon battalion, division artillery, field artillery group/brigade, and corps artillery headquarters. Upon selection for promotion to master sergeant, soldiers possessing MOS 13C will be reclassified into MOS 13Y50, Cannon/Missile Senior Sergeant.

In addition to operating the computer, the TACFIRE operations specialist is required to perform both operator and organizational maintenance on the computer. TACFIRE is de-

signed to allow the operator to fix 90 percent of the equipment faults which could occur. When the operator has used all of his training and resources and still cannot repair the fault he will notify his direct support maintenance unit. Located in that unit is the Fire Control Computer Repairman, MOS 34G.


Selected soldiers who have been trained in MOS 34G at Aberdeen Proving Ground, MD, will receive an additional 12-week TACFIRE Direct Support Maintenance Course at Ft. Sill in TACFIRE related subjects such as computer logic, use of computer test equipment, programming instructions, assembly language, and fault isolation techniques. Upon successful completion of this course, graduates will be awarded ASI Y1, TACFIRE Equipment Repairman. 

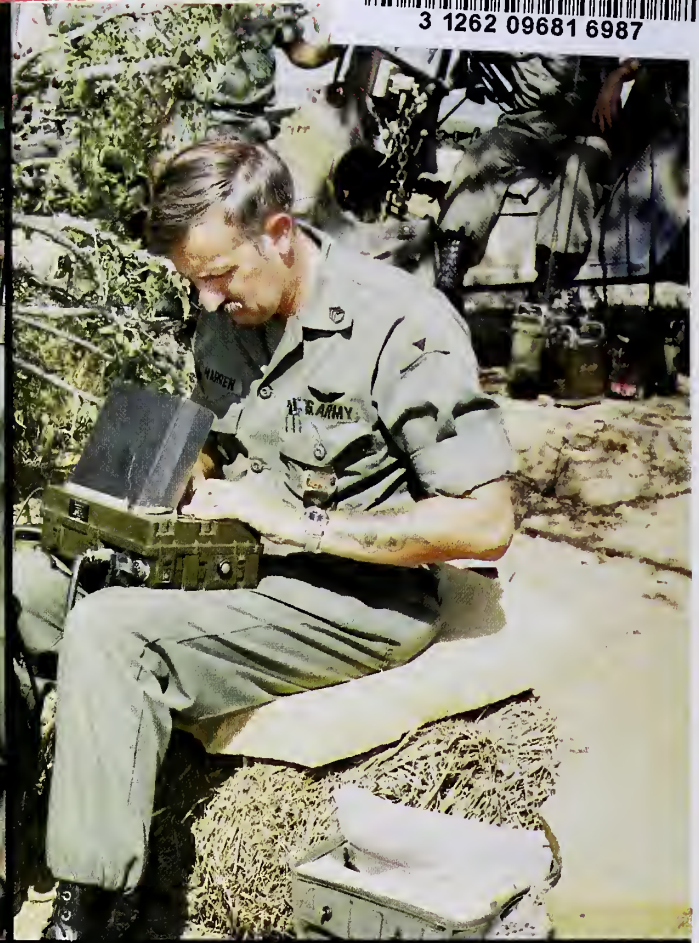
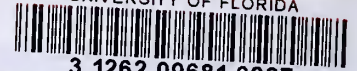
On the back . . .

Counterclockwise from upper left: Data is entered into a battalion TACFIRE computer by using the Artillery Control Console.

The Variable Format Message Entry Device is used by the Fire Support officer at maneuver units' headquarters.

The TACFIRE is housed in an electrical equipment shelter mounted on a five-ton truck.

A forward observer uses the Digital Message Device to link into the TACFIRE computer. 



**13C: TACFIRE
Operations Specialist**